



DEPARTING EMPLOYEE NOTICE HEALTH INSURANCE MARKETPLACE COVERAGE

For Departing Employees Considering COBRA

For employees departing state service and considering continuing health insurance under COBRA, this notice is designed to inform you of your potential health insurance options from the Health Insurance Marketplace (or “Marketplace”).

The Marketplace offers “one-stop shopping” to find and compare private health insurance options. In the Marketplace, you could be eligible for a new kind of tax credit that lowers your monthly premiums and cost-sharing reductions (amounts that lower your out-of-pocket costs for deductibles, coinsurance, and copayments) right away, and you can see what your premium, deductibles, and out-of-pocket costs will be before you make a decision to enroll. Through the Marketplace you’ll also learn if you qualify for free or low-cost coverage from Medicaid or the Children’s Health Insurance Program (CHIP). You can access the Marketplace for your state at www.HealthCare.gov.

The Marketplace has an annual Open Enrollment which typically ends on March 31st each year. However, if you have experienced a recent “qualifying event” (such as moving to a new state, certain changes in your income, and changes in your family size), you may be eligible for a Special Open Enrollment and can enroll in a Marketplace plan within 60 days of the qualifying event. If interested or would like to know whether you have experienced a qualifying event, call the Marketplace Call Center at 1-800-318-2596. After you’ve been approved for a Special Enrollment Period, you can apply for and enroll in a Marketplace plan either online or by phone.

When considering if a Marketplace plan would be better than COBRA, you may want to think about:

- Premiums:** Premiums in the Marketplace will vary based upon income level, desired deductible and co-insurance. Please review carefully because premiums are just a part of the overall cost of healthcare.
- Deductibles:** Plans under the Marketplace will impose a new deductible. If you have already paid a portion of your annual deductible, it will be forfeited if you switch plans.

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- Provider Networks:** If you're currently getting care or treatment for a condition, a change in your health coverage may affect your access to a particular health care provider. You may want to check to see if your current health care providers participate in a network as you consider options for health coverage.
- Drug Formularies:** If you're currently taking medication, a change in your health coverage may affect your costs for medication – and in some cases, your medication may not be covered by another plan. You may want to check to see if your current medications are listed in drug formularies for other health coverage.
- Severance payments:** If you lost your job and got a severance package from your former employer, your former employer may have offered to pay some or all of your COBRA payments for a period of time.
- Service Areas:** Some plans limit their benefits to specific service or coverage areas – so if you move to another area of the country, you may not be able to use your benefits. You may want to see if the Marketplace plan has a service or coverage area, or other similar limitations.
- Other Cost-Sharing:** In addition to premiums or contributions for health coverage, you probably pay copayments, deductibles, coinsurance, or other amounts as you use your benefits. You may want to check to see what the cost-sharing requirements are for other health coverage options. For example, one option may have much lower monthly premiums, but a much higher deductible and higher copayments.

