
INSURANCE MEMO

TO: ALL EMPLOYEES
FROM: MANAGEMENT
SUBJECT: EMPLOYEE HEALTH BENEFITS
DATE: 9/23/13

ATTENTION ALL EMPLOYEES

The purpose of this memo is to notify you of the new California Health Insurance Exchange, Covered California. The exchange is an online marketplace where individuals and families can shop and compare health insurance plans.

If you are a full-time employee: you are eligible to enroll in our group plan and you may wish to enroll yourself and/or your dependents onto the plan at the next open enrollment to avoid additional taxes/penalties associated with Health Care Reform.

If you are a part-time employee: you and your family are not eligible to enroll in our group plan. You may wish to enroll through the new marketplace, Covered California, on a guaranteed acceptance basis. Open enrollment for individual and family plans starts October 1, 2013. If you need help determining eligibility or choosing a plan, please contact **Gabe Rossetti at Van Buerden Insurance 805-528-1484 x4726, gabriel@vanbuerden.com** .

Sincerely,



Cathy Portugal

Benefits Administrator

New Health Insurance Marketplace Coverage Options and Your Health Coverage

Part A: General Information

When key parts of the health care law take effect in 2014, there will be a new way to buy health insurance: the Health Insurance Marketplace, or Covered California. To assist you as you evaluate options for you and your family, this notice provides some basic information about Covered California and your employment-based health coverage offered to you by your employer.

What is Covered California?

Covered California is designed to help you find health insurance that meets your needs and fits your budget. You will be able to compare carriers participating in your region. By purchasing your coverage through Covered California you may be eligible to receive a tax credit/subsidy that could lower your premium. The tax credit/subsidy and premium savings only applies to employees who are not offered coverage through their employer or the employer offered coverage doesn't meet certain standards. Open enrollment for Covered California starts October 1, 2013 for coverage starting January 1, 2014. You can learn more at www.coveredca.com

Does Employer Health Coverage Affect Eligibility for Premium Savings through Covered California?

Yes. If you have an offer of health coverage from your employer that meets certain standards, you will not be eligible for a tax credit/subsidy through Covered California and may wish to enroll in your employer's sponsored health plan. However, you may be eligible for a tax credit that lowers your monthly premium or a reduction in certain cost-sharing if your employer does not offer coverage to you at all or does not offer coverage that meets certain standards. If the cost of a plan from your employer that would cover you (and not any other members of your family) is more than 9.5% of your household income for the year, or if the coverage your employer provides does not meet the "minimum value" standard set by the Affordable Care Act, you may be eligible for a tax credit.

Note: If you purchase a health plan through the Marketplace instead of accepting health coverage offered by your employer, then you may lose the employer contribution (if any) to the employer-offered coverage. Also, this employer contribution - as well as your employee contribution to employer-offered coverage- is often excluded from income for Federal and State income tax purposes. Your payments for coverage through the Marketplace are made on an after-tax basis.

How can I get More Information?

For more information about your coverage offered by your employer, please check your summary plan description or contact your Benefit Plan Administrator:

Part B: This section contains information about any health coverage offered by your employer. You will need this information if you wish to apply for coverage through Covered California.

Employer Name	Ride On Transportation	EIN 93-1141809
Employer Address	3620 Sacramento Dr Suite 201B	Employer Phone (805) 541-8751
City/state/ zip	San Luis Obispo, CA 93401	
Benefits Administrator/ Contact	Cathy Portugal	
Email Address	cportugal@Ride-On.org	

Basic information about our employer sponsored group plan:

- **As your employer we offer health coverage to:**
 - Full-time employees and their spouses, domestic partners, dependents including but not limited to children and step- children.
- Your group coverage insurance carrier Anthem, has not legally confirmed if the plan you are enrolled in meets the Minimum Value Standard. We are confident at this time your plan does meet those requirements and furthermore your plan will meet the minimum value standard at time or renewal in 2014.