

## Notice to Employees: Requirements of the Affordable Care Act

**As of January 1, 2014, the Affordable Care Act (ACA) requires you to have health insurance for yourself and your dependents.** Some people are exempt from this requirement. To learn how to apply for an exemption see *Questions and Answers on the Individual Shared Responsibility Provision*, [www.irs.gov/uac/Questions-and-Answers-on-the-Individual-Shared-Responsibility-Provision](http://www.irs.gov/uac/Questions-and-Answers-on-the-Individual-Shared-Responsibility-Provision). If you do not have health insurance and you are not exempt, you may be subject to a penalty (see [www.healthcare.gov/what-if-someone-doesnt-have-health-coverage-in-2014](http://www.healthcare.gov/what-if-someone-doesnt-have-health-coverage-in-2014)). The penalty takes effect on the first day of the 2014 plan year (September 1, 2014).

**Enrollment in TRS-ActiveCare satisfies the requirement to have health insurance.** The TRS-ActiveCare Enrollment Guide explains who is eligible to enroll in ActiveCare. Enrollment in another plan, such as through a spouse, parent, or association, also satisfies the requirement to have health insurance if the plan provides minimum essential coverage.

**As an alternative to ActiveCare or another health insurance program, you may enroll in insurance through the Health Insurance Marketplace.** In Texas, the Marketplace is a federal government program that will offer “one-stop shopping” to find and compare private health insurance options. Most individuals are eligible to enroll in insurance through the Marketplace. The Marketplace will begin enrollment in October 2013 for coverage beginning in January 2014. For information on the Marketplace, see [www.healthcare.gov](http://www.healthcare.gov).

**You may be eligible for a premium tax credit or other assistance toward insurance obtained through the Marketplace, depending on your household income.** More information on the premium tax credit and other cost sharing provisions is available at [www.healthcare.gov](http://www.healthcare.gov). Please note that the district will not contribute to premium costs if you enroll in insurance through the Marketplace. Also, you will lose the benefit of paying the premium with pre-tax income if you purchase insurance through the Marketplace.

**Additional information.** If you have questions or concerns about the health insurance offered through the district, please contact: **Kimberly Leigh at 325-646-7934 or [kimberly.leigh@earlyisd.net](mailto:kimberly.leigh@earlyisd.net)**. Questions about the Marketplace and how the Affordable Care Act impacts you as an individual should be addressed to [www.healthcare.gov](http://www.healthcare.gov) or your personal attorney.

## Basic Information About Health Care Offered By The District

*(to be completed by the district)*

If you decide to shop for coverage in the Marketplace, below is the employer information you will enter at HealthCare.gov to find out if you are eligible for a premium tax credit.

This information is numbered to correspond to the Marketplace application.

3. Employer name EARLY INDEPENDENT SCHOOL DISTRICT		4. Employer Identification Number 75-1327639	
5. Employer Address PO BOX 3315		6. Employer phone number 325-646-7934	
7. City EARLY	8. State TX	9. Zip code 76803	
10. Who can we contact about employee health coverage at this job? KIMBERLY LEIGH			
11. Phone number (if different from above)		12. Email address kimberly.leigh@earlyisd.net	

The district offers health coverage through TRS-ActiveCare to all eligible employees and their eligible dependents. Eligibility is described in the ActiveCare Enrollment Guide. The coverage offered by ActiveCare meets the minimum value standard and the cost of this coverage to you is intended to be affordable.