

# **New Health Insurance Marketplace Coverage Options and Your Health Coverage**

Under the Affordable Care Act, there is a new way to buy health insurance: the Health Insurance Marketplace. To assist you as you evaluate options for you and your family, this notice provides some basic information about the new Marketplace and employment-based health coverage offered by BROWN & BROWN INC.

## **PART A: General Information**

### **What is the Health Insurance Marketplace?**

The Marketplace is designed to help you find health insurance that meets your needs and fits your budget. The Marketplace offers "one-stop shopping" to find and compare private health insurance options. You may also be eligible for a new kind of tax credit that lowers your monthly insurance premium right away. Enrollment in health insurance coverage through the Marketplace occurs during an annual open enrollment period and coverage may begin as early as the following January.

### **Can I Save Money on my Health Insurance Premiums in the Marketplace?**

You may qualify to save money or lower your monthly premium, but only if your employer does not offer coverage, or offers coverage that does not meet certain standards. The savings on your premium that you are eligible for depends on your household income.

### **Does Employer Health Coverage Affect Premium Savings through the Marketplace?**

Yes. If you have an offer of health insurance coverage from BROWN & BROWN INC that meets certain standards, you will not be eligible for a tax credit through the Marketplace and may wish to enroll in BROWN & BROWN INC's 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 health insurance coverage from BROWN & BROWN INC that would cover you (and not any other members of your family) is more than 9.5% (as adjusted) of your household income for the year, or if the coverage provided by BROWN & BROWN INC does not cover the "minimum value standard" set forth in the Affordable Care Act, then you may be eligible for a tax credit. An employer-sponsored health plan meets the "minimum value standard" if the plan's share of the total allowed benefit costs covered by the plan is no less than 60 percent of such costs.

If you purchase health insurance coverage through the Marketplace instead of accepting health insurance coverage offered by BROWN & BROWN INC, then you may lose BROWN & BROWN INC's contribution (if any) to the employer-offered coverage. Both BROWN & BROWN INC's contribution and your contribution to employer-offered health insurance coverage is often excluded from income for Federal and State income tax purposes. Your payments for health insurance coverage through the Marketplace are made on an after-tax basis.

### **How Can I Get More Information?**

The Marketplace can help you evaluate your coverage options, including your eligibility for coverage through the Marketplace and its cost. Please call 1-800-318-2596 or visit [HealthCare.gov](http://HealthCare.gov) for more information, including an online application for health insurance coverage and contact information for a Health Insurance Marketplace in your area.

For more information about your coverage through BROWN & BROWN INC, please check your summary plan description or contact Team Resources-Benefits Dept. at (866) 505-0991.

## PART B: Information About Health Coverage Offered by BROWN & BROWN INC

This section contains information about any health care offered by BROWN & BROWN INC. If you decide to complete an application for coverage in the Marketplace, you will be asked to provide this information.

<b>Employer Name</b> BROWN & BROWN INC	<b>Employer Identification Number (EIN)</b> 59-0864469	
<b>Employer Address</b> 220 S RIDGEWOOD AVENUE	<b>Employer Phone</b> (386) 239-8826	
<b>Employer City</b> DAYTONA BEACH	<b>Employer State</b> FL	<b>Employer Zip</b> 32114
<b>Health Coverage Contact Name</b> Team Resources-Benefits Dept.		
<b>Health Coverage Contact Phone Number</b> (866) 505-0991	<b>Health Coverage Contact Email Address</b> ddando@bbins.com	
<b>Basic information about health coverage offered by this employer:</b> As your employer, we offer coverage to: <input type="checkbox"/> All employees <input checked="" type="checkbox"/> Some employees  All regular, full-time employees of Brown and Brown, Inc. and its subsidiaries, working at least 30 hours per week (except as otherwise required by Hawaii). (For details regarding the Plan's eligibility, refer to the Summary Plan Descriptions posted on the B & B Intranet, The Spot at <a href="https://inet.bbins.com">https://inet.bbins.com</a> ).		
With respect to dependents: <input checked="" type="checkbox"/> We do offer coverage <input type="checkbox"/> We do not offer coverage If you are an eligible employee, you may elect coverage for your spouse and for your eligible dependents.		
<input checked="" type="checkbox"/> If checked, this coverage meets the minimum value standard, and the cost of this coverage to you is intended to be affordable based on employee wages.		
<b>NOTE:</b> Even if your employer intends your coverage to be affordable, you may still be eligible for a premium discount through the Marketplace. The Marketplace will use your household income, along with other factors, to determine whether you may be eligible for a premium discount. If, for example, your wages vary from week to week (perhaps you are an hourly employee or you work on a commission basis), if you are newly employed mid-year, or if you have other income losses, you may still qualify for a premium discount.		