

To: Gettysburg College Employees Eligible for Health Insurance Benefits

From: Regina Z. Campo  
Co-Director of Human Resources and Risk Management

Date: September 25, 2013

Re: The Health Insurance Marketplace

The Department of Labor's Employee Benefit Security Administration issued guidance to all employers subject to the Fair Labor Standards Act (FLSA) regarding the Patient Protection and Affordable Care Act (PPACA) requiring employers to provide a notice of health coverage. This notice called "New Health Insurance Marketplace Coverage Options and Your Health Coverage" is enclosed.

We have carefully reviewed the PPACA requirements for medical coverage and have determined that the plans offered to you through Highmark BlueShield meet those standards. Therefore, you will not be eligible for a tax credit through the Marketplace (formerly called the Exchange). If you are currently enrolled in the College's medical insurance, you may continue to do so knowing that it meets the standard set by PPACA.

Also enclosed are two flyers with more information about health care reform:

- The Health Insurance Marketplace
- Government Assistance at the Marketplace

You may find the model notices and additional flyers at the College's benefit website:

<http://www.gettysburg.edu/about/offices/president/hr/benefits/>. Look for PPACA.

If you have any questions regarding your health insurance benefits, you may contact Karen Re, Benefits Specialist, at [kre@gettysburg.edu](mailto:kre@gettysburg.edu).