

2023 Health Plan Disclosures And Required Notifications

Premium Assistance Under Medicaid and the Children's Health Insurance Program (CHIP)

If you or your children are eligible for Medicaid or CHIP and you're eligible for health coverage from your employer, your state may have a premium assistance program that can help pay for coverage, using funds from their Medicaid or CHIP programs. If you or your children aren't eligible for Medicaid or CHIP, you won't be eligible for these premium assistance programs but you may be able to buy individual insurance coverage through the Health Insurance Marketplace. For more information, visit www.healthcare.gov.

If you or your dependents are already enrolled in Medicaid or CHIP and you live in a State listed below, contact your State Medicaid or CHIP office to find out if premium assistance is available.

If you or your dependents are NOT currently enrolled in Medicaid or CHIP, and you think you or any of your dependents might be eligible for either of these programs, contact your State Medicaid or CHIP office or dial 1-877-KIDS NOW or www.insurekidsnow.gov to find out how to apply. If you qualify, ask your state if it has a program that might help you pay the premiums for an employer-sponsored plan.

If you or your dependents are eligible for premium assistance under Medicaid or CHIP, as well as eligible under your employer plan, your employer must allow you to enroll in your employer plan if you aren't already enrolled. This is called a "special enrollment" opportunity, and **you must request coverage within 60 days of being determined eligible for premium assistance**. If you have questions about enrolling in your employer plan, contact the Department of Labor at www.askebsa.dol.gov or call 1-866-444-EBSA (3272).

If you live in one of the following states, you may be eligible for assistance paying your employer health plan premiums. The following list of states is current as of October 15, 2021. Contact your State for more information on eligibility –

ALABAMA Medicaid	CALIFORNIA Medicaid		
Website: http://myalhipp.com/ Phone: 1-855-692-5447	Website: Health Insurance Premium Payment (HIPP) Program http://dhcs.ca.gov/hipp Phone: 916-445-8322 Email: hipp@dhcs.ca.gov		
ALASKA Medicaid	COLORADO Health First Colorado (Colorado's Medicaid Program) & Child Health Plan Plus (CHP+)		
The AK Health Insurance Premium Payment Program Website: http://myakhipp.com/ Phone: 1-866-251-4861 Email: CustomerService@MyAKHIPP.com Medicaid Eligibility: http://dhss.alaska.gov/dpa/Pages/medicaid/default.aspx	Health First Colorado Website: https://www.healthfirstcolorado.com/ Health First Colorado Member Contact Center: 1-800-221-3943/ State Relay 711 CHP+: https://www.colorado.gov/pacific/hcpf/child-health-plan-plus CHP+ Customer Service: 1-800-359-1991/ State Relay 711 Health Insurance Buy-In Program (HIBI): https://www.colorado.gov/pacific/hcpf/health-insurance-buy-program HIBI Customer Service: 1-855-692-6442		
ARKANSAS Medicaid	FLORIDA Medicaid		
Website: http://myarhipp.com/ Phone: 1-855-MyARHIPP (855-692-7447)	Website: https://www.flmedicaidtplrecovery.com/hipp/index.html Phone: 1-877-357-3268		

GEORGIA Medicaid MASSACHUSETTS Medicaid and CHIP Website: https://medicaid.georgia.gov/health-insurance-Website: https://www.mass.gov/info-details/masshealthpremium-payment-program-hipp premium-assistance-pa Phone: 678-564-1162 ext 2131 Phone: 1-800-862-4840 INDIANA Medicaid **MINNESOTA** Medicaid Healthy Indiana Plan for low-income adults 19-64 Website: Website: http://www.in.gov/fssa/hip/ https://mn.gov/dhs/people-we-serve/children-and-Phone: 1-877-438-4479 families/health-care/health-care-programs/programs-and-All other Medicaid services/other-insurance.jsp Phone: 1-800-657-3739 Website: https://www.in.gov/medicaid/ Phone 1-800-457-4584 **MISSOURI** Medicaid IOWA Medicaid and CHIP (Hawki) Medicaid Website: Website: https://dhs.iowa.gov/ime/members http://www.dss.mo.gov/mhd/participants/pages/hipp.htm Medicaid Phone: 1-800-338-8366 Phone: 573-751-2005 Hawki Website: http://dhs.iowa.gov/Hawki Hawki Phone: 1-800-257-8563 HIPP Website: https://dhs.iowa.gov/ime/members/medicaid-ato-z/hipp HIPP Phone: 1-888-346-9562 KANSAS Medicaid **MONTANA** Medicaid Website: https://www.kancare.ks.gov/ Website: Phone: 1-800-792-4884 http://dphhs.mt.gov/MontanaHealthcarePrograms/HIPP Phone: 1-800-694-3084 KENTUCKY Medicaid **NEBRASKA** Medicaid Kentucky Integrated Health Insurance Premium Payment Website: http://www.ACCESSNebraska.ne.gov Program (KI-HIPP) Website: Phone: 1-855-632-7633 https://chfs.ky.gov/agencies/dms/member/Pages/kihipp.aspx Phone: Lincoln: 402-473-7000 1-855-459-6328 Omaha: 402-595-1178 Email: <u>KIHIPP.PROGRAM@ky.gov</u> KCHIP Website: https://kidshealth.ky.gov/Pages/index.aspx Phone: 1-877-524-4718 Kentucky Medicaid Website: https://chfs.ky.gov LOUISIANA Medicaid NEVADA Medicaid Website: www.ldh.la.gov/lahipp Phone: Medicaid Website: http://dhcfp.nv.gov 1-888-342-6207 (Medicaid hotline) or 1-855-618-5488 Medicaid Phone: 1-800-992-0900 (LaHIPP) MAINE Medicaid NEW HAMPSHIRE Medicaid Enrollment Website: Website: https://www.dhhs.nh.gov/oii/hipp.htm https://www.maine.gov/dhhs/ofi/applications-forms Phone: 603-271-5218 Toll free number for the HIPP program: 1-800-852-3345, ext Phone: 1-800-442-6003 TTY: Maine relay 711 5218 Private Health Insurance Premium Webpage: https://www.maine.gov/dhhs/ofi/applications-forms Phone: -800-977-6740. TTY: Maine relay 711

NEW JERSEY Medicaid and CHIP	SOUTH DAKOTA Medicaid
Medicaid Website:	Website: http://dss.sd.govPhone:
http://www.state.nj.us/humanservices/	1-888-828-0059
dmahs/clients/medicaid/	
Medicaid Phone: 609-631-2392	
CHIP Website: http://www.njfamilycare.org/index.html	
CHIP Phone: 1-800-701-0710	
NEW YORK Medicaid	TEXAS Medicaid
Website: https://www.health.ny.gov/health_care/medicaid/ Pho	ne: Website: http://gethipptexas.com/
1-800-541-2831	Phone: 1-800-440-0493
NORTH CAROLINA Medicaid	UTAH Medicaid and CHIP
Website: https://medicaid.ncdhhs.gov/	Medicaid Website: https://medicaid.utah.gov/CHIP
Phone: 919-855-4100	Website: http://health.utah.gov/chip Phone: 1-
1 Holle. 717-033-4100	877-543-7669
NODELL DATOELA MARIA	
NORTH DAKOTA Medicaid	VERMONT Medicaid
Website:	Website: http://www.greenmountaincare.org/
http://www.nd.gov/dhs/services/medicalserv/medicaid/	Phone: 1-800-250-8427
Phone: 1-844-854-4825	
OKLAHOMA Medicaid and CHIP	VIRGINIA Medicaid and CHIP
Website: http://www.insureoklahoma.org	Website: https://www.coverva.org/en/famis-select
Phone: 1-888-365-3742	https://www.coverva.org/en/hipp
	Medicaid Phone: 1-800-432-5924
	CHIP Phone: 1-800-432-5924
OREGON Medicaid	WASHINGTON Medicaid
Website: http://healthcare.oregon.gov/Pages/index.aspx	Website: https://www.hca.wa.gov/
http://www.oregonhealthcare.gov/index-es.html Phone:	Phone: 1-800-562-3022
1-800-699-9075	
PENNSYLVANIA Medicaid	WEST VIRGINIA Medicaid
Website:	Website: http://mywvhipp.com/
https://www.dhs.pa.gov/Services/Assistance/Pages/HIPP-	Toll-free phone: 1-855-MyWVHIPP (1-855-699-8447)
Program.aspx Phone: 1-800-692-7462	
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RHODE ISLAND Medicaid and CHIP	WISCONSIN Medicaid and CHIP
Website: http://www.eohhs.ri.gov/ Phone:	Website:
1-855-697-4347, or 401-462-0311	https://www.dhs.wisconsin.gov/badgercareplus/p-10095.htm Phone:
(Direct RIte Share Line)	1-800-362-3002
SOUTH CAROLINA Medicaid	WYOMING Medicaid
Website: https://www.scdhhs.gov	Website:
Phone: 1-888-549-0820	https://health.wyo.gov/healthcarefin/medicaid/programs-and-
	eligibility/
	Phone: 1-800-251-1269

To see if any other states have added a premium assistance program since October 15, 2021, or for more information on special enrollment rights, contact either:

U.S. Department of Labor Employee Benefits Security Administration www.dol.gov/agencies/ebsa 1-866-444-EBSA (3272) U.S. Department of Health and Human ServicesCenters for Medicare & Medicaid Services www.cms.hhs.gov 1-877-267-2323, Menu Option 4, Ext. 61565

Paperwork Reduction Act Statement

According to the Paperwork Reduction Act of 1995 (Pub. L. 104-13) (PRA), no persons are required to respond to a collection of information unless such collection displays a valid Office of Management and Budget (OMB) control number. The Departmentnotes that a Federal agency cannot conduct or sponsor a collection of information unless it is approved by OMB under the PRA, and displays a currently valid OMB control number, and the public is not required to respond to a collection of information unless it displays a currently valid OMB control number. See 44 U.S.C. 3507. Also, notwithstanding any other provisions of law, no person shall be subject to penalty for failing to comply with a collection of information if the collection of information does not display a currently valid OMB control number. See 44 U.S.C. 3512.

The public reporting burden for this collection of information is estimated to average approximately seven minutes per respondent. Interested parties are encouraged to send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Labor, Employee Benefits Security Administration, Office of Policy and Research, Attention: PRA Clearance Officer, 200 Constitution Avenue, N.W., Room N-5718, Washington, DC 20210 or email ebsa.opr@dol.gov and reference the OMB Control Number 1210-0137.

OMB Control Number 1210-0137 (expires 1/31/2023)

Michelle's Law Notice

The plan may extend medical coverage for dependent children if they lose eligibility for coverage because of a medically necessary leave of absence from school. Coverage may continue for up to a year, unless your child's eligibility would end earlier for another reason.

Extended coverage is available if a child's leave of absence from school — or change in school enrollment status (for example, switching from full-time to part-time status) — starts while the child has a serious illness or injury, is medically necessary, and otherwise causes eligibility for student coverage under the plan to end. Written certification from the child's physician stating that the child suffers from a serious illness or injury and the leave of absence is medically necessary may be required.

If your child will lose eligibility for coverage because of a medically necessary leave of absence from school and you want his or her coverage to be extended, call the Benefits Coordinator at 419-660-2507 as soon as the need for the leave is recognized. In addition, contact us to see if any state laws requiring extended coverage may apply to his or her benefits.

Notice of HIPAA Special Enrollment Rights Notice

Loss of Other Coverage - If you are declining enrollment for yourself or your dependents (including your spouse) because of other health insurance or group health plan coverage, you may be able to enroll yourself and your dependents in this Plan if you or your dependents lose eligibility for that other coverage (or if the employer stops contributing toward your or your dependents' other coverage). However, you must request enrollment within 30 days after your or your dependents' other coverage ends (or after the employer stops contributing toward the other coverage).

New Dependent as a Result of Marriage, Birth, Adoption or Placement for Adoption - In addition, if you have a new dependent as a result of marriage, birth, adoption, or placement for adoption, you may be able to enroll yourself and your dependents. However, you must request enrollment within 30 days after the marriage, birth, adoption, or placement for adoption.

If you or your dependents are eligible for coverage under the Plan, but are not enrolled, you or your dependents will be permitted to enroll for coverage under the Plan during the plan year if either of the following events occurs:

1. **Termination of Medicaid or Children's Health Insurance Plan (CHIP) Coverage** – If you or your dependents are covered under a Medicaid plan or a CHIP and such coverage is terminated because you

(or your dependents) no longer satisfy the eligibility requirements <u>and</u> you request coverage under the Plan not later than 60 days after the date of termination of Medicaid or CHIP coverage.

2. **Eligibility for Employment Assistance Under Medicaid or CHIP** – If you or your dependents become eligible under Medicaid or CHIP (including under any waiver or demonstration project conducted under or in relation to such plan) for assistance in paying premiums for coverage under the Plan <u>and</u> you request coverage under the Plan not later than 60 days after the date you or your dependents are determined to be eligible for premium assistance.

If you or your dependents are covered under the Plan, you can terminate coverage for you or your dependents during the plan year if you enroll yourself or your dependents in, and receive assistance under, CHIP or if you or your dependents become eligible for Medicaid.

To request special enrollment or obtain more information, contact the Benefits Coordinator at 419-660-2507.

Women's Health and Cancer Rights Act Notice

This notice can be found in your Medical Mutual Certificate booklet.

Statement of Rights under Newborn's and Mothers' Health Protection Act

This notice can be found in your Medical Mutual Certificate booklet.

Federal Continuation Provisions – COBRA

This notice can be found in your Medical Mutual Certificate booklet.

Nondiscrimination Notice

This notice can be found in your Medical Mutual Certificate booklet.

HIPAA Notice of Privacy Practice

This notice can be found in your Medical Mutual Certificate booklet.

Health-Contingent Wellness Program Notice

Your health plan is committed to helping you achieve your best health. Rewards for participating in a wellness program are available to all employees. You may be able to earn the reward another way. You can file an appeal if your doctor recommends you shouldn't participate, if your screening results were reported incorrectly, or if you've discussed your screening results with your doctor. Learn more about appeals on the portal or by calling the Medical Mutual Wellness team toll free at 1-855-553-1006 or WellnessSupport@medmutual.com

If you need to complete an alternative for the tobacco/nicotine goal, enroll in Medical Mutual's QuitLine program by calling 1-866-845-7702.



New Health Insurance Marketplace Coverage Options and Your Health Coverage

Form Approved OMB No. 1210-0149 (expires 6-30-2023)

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. 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 your employer.

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 premium right away. Open enrollment for health insurance coverage through the Marketplace begins in October 2013 for coverage starting as early as January 1, 2014.

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

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

Does Employer Health Coverage Affect Eligibility for Premium Savings through the Marketplace?

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 through the Marketplace and may wish to enroll in your employer'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 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.1

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

The Marketplace can help you evaluate your coverage options, including your eligibility for coverage through the Marketplace and its cost. Please visit HealthCare.gov for more information, including an online application for health insurance coverage and contact information for a Health Insurance Marketplace in your area.

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.

PART B: Information About Health Coverage Offered by Your Employer

This section contains information about any health coverage offered by your employer. If you decide to complete an application for coverage in the Marketplace, you will be asked to provide this information. This information is numbered to correspond to the Marketplace application.

3. Employer name Fisher-Titus Medical Center				4. Employer Identification Number (EIN) 34-4430716			
5. Employer address 272 Benedict Avenue				6. Employer phone 419-668-8101	e number		
7. City Norwalk			8. S Ohi	State O	9. ZIP code 44857		
10. Who can we contact ab Nichole Hanuscin	out employee health coverage a	t this job?					
11. Phone number (if diffe 419-660-2511	erent from above)	12. Email address nhanuscin@ftmc.cor	<u>n</u>				
	nation about health coverage o	offered by this employer	-:				
	er, we offer a health plan to: All employees. Eligible emplo	yees are:					
Some employees. Eligible employees are:							
	Those benefit eligible er week.	mployees who are so	che	duled to work 24	4 hours or more per		
• With respect to dependents: We do offer coverage. Eligible dependents are:							
	The spouse, natural children, adopted children, step-children, and children for which the employee acts as legal guardian or custodian.						
	We do not offer coverage.						
	coverage meets the minimum d on employee wages.	value standard, and th	e cc	st of this coverage	to you is intended to be		
** Even if	your employer intends your o	coverage to be affordat	ole,	you may still be el	ligible for a premium		

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.

discount through the Marketplace. The Marketplace will use your household income, along with other

If you decide to shop for coverage in the Marketplace, **HealthCare.gov** will guide you through the process. Here's the employer information you'll enter when you visit **HealthCare.gov** to find out if you can get a tax credit to lower your monthly premiums.

The information below corresponds to the Marketplace Employer Coverage Tool. Completing this section is optional for employers, but will help ensure employees understand their coverage choices.

13. Is the employee currently eligible for coverage offered by this employer, or will the employee be eligible i the next 3 months?
Yes (Continue) 13a. If the employee is not eligible today, including as a result of a waiting or probationary period, when is the employee eligible for coverage?(mm/dd/yyyy) (Continue) No (STOP and return this form to employee)
14. Does the employer offer a health plan that meets the minimum value standard*? [Yes (Go to question 15) No (STOP and return form to employee)
15. For the lowest-cost plan that meets the minimum value standard* offered only to the employee (don't include family plans): If the employer has wellness programs, provide the premium that the employee would pay if he/ she received the maximum discount for any tobacco cessation programs, and didn't receive any other discounts based on wellness programs. a. How much would the employee have to pay in premiums for this plan? b. How often? Weekly Every 2 weeks Twice a month Monthly Quarterly Yearly
If the plan year will end soon and you know that the health plans offered will change, go to question 16. If you don't know, STOP and return form to employee.
16. What change will the employer make for the new plan year? Employer won't offer health coverage Employer will start offering health coverage to employees or change the premium for the lowest-cost plan available only to the employee that meets the minimum value standard.* (Premium should reflect the discount for wellness programs. See question 15.)
a. How much would the employee have to pay in premiums for this plan? \$

[•] 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 (Section 36B(c)(2)(C)(ii) of the Internal Revenue Code of 1986)

2023 Medicare Part D Notice of Creditable Coverage

Important Notice from Your Employer About Your Prescription Drug Coverage and Medicare

Please read this notice carefully and keep it where you can find it. This notice has information about your current prescription drug coverage with your employer and about your options under Medicare's prescription drug coverage. This information can help you decide whether or not you want to join a Medicare drug plan. If you are considering joining, you should compare your current coverage, including which drugs are covered at what cost, with the coverage and costs of the plans offering Medicare prescription drug coverage in your area. Information about where you can get help to make decisions about your prescription drug coverage is at the end of this notice.

There are two important things you need to know about your current coverage and Medicare's prescription drug coverage:

- 1. Medicare prescription drug coverage became available in 2006 to everyone with Medicare. You can get this coverage if you join a Medicare Prescription Drug Plan or join a Medicare Advantage Plan (like an HMO or PPO) that offers prescription drug coverage. All Medicare drug plans provide at least a standard level of coverage set by Medicare. Some plans may also offer more coverage for a higher monthly premium.
- 2. Your employer has determined that the prescription drug coverage offered by our employer-sponsored group health plan is, on average for all plan participants, expected to pay out as much as standard Medicare prescription drug coverage pays and is therefore considered Creditable Coverage. Because your existing coverage is Creditable Coverage, you can keep this coverage and not pay a higher premium (a penalty) if you later decide to join a Medicare drug plan.

When Can You Join A Medicare Drug Plan?

You can join a Medicare drug plan when you first become eligible for Medicare and each year from October 15th to December 7th.

However, if you lose your current creditable prescription drug coverage, through no fault of your own, you will also be eligible for a two (2) month Special Enrollment Period (SEP) to join a Medicare drug plan.

What Happens To Your Current Coverage If You Decide to Join A Medicare Drug Plan?

If you decide to join a Medicare drug plan, your current employer-sponsored group health plan coverage may be affected.

If you do decide to join a Medicare drug plan and drop your current employer-sponsored group health plan coverage, be aware that you and your dependents will not be able to get this coverage back until the plan's next open enrollment period.

When Will You Pay A Higher Premium (Penalty) To Join A Medicare Drug Plan?

You should also know that if you drop or lose your current coverage with your employer and don't join a Medicare drug plan within 63 continuous days after your current coverage ends, you may pay a higher premium (a penalty) to join a Medicare drug plan later.

If you go 63 continuous days or longer without creditable prescription drug coverage, your monthly premium may go up by at least 1% of the Medicare base beneficiary premium per month for every month that you did not have that coverage. For example, if you go nineteen months without creditable coverage, your premium may consistently be at least 19% higher than the Medicare base beneficiary premium. You may have to pay this higher premium (a penalty) as long as you have Medicare prescription drug coverage. In addition, you may have to wait until the following October to join.

For More Information About This Notice Or Your Current Prescription Drug Coverage...

Contact the number listed below for further information. NOTE: You'll get this notice each year. You will also get it before the next period you can join a Medicare drug plan, and if this coverage through your employer changes. You also may request a copy of this notice at any time.

For More Information About Your Options Under Medicare Prescription Drug Coverage...

More detailed information about Medicare plans that offer prescription drug coverage is in the "Medicare & You" handbook. You'll get a copy of the handbook in the mail every year from Medicare. You may also be contacted directly by Medicare drug plans.

For more information about Medicare prescription drug coverage:

- Visit www.medicare.gov
- Call your State Health Insurance Assistance Program (see the inside back cover of your copy of the "Medicare & You" handbook for their telephone number) for personalized help
- Call 1-800-MEDICARE (1-800-633-4227). TTY users should call 1-877-486-2048.

If you have limited income and resources, extra help paying for Medicare prescription drug coverage is available. For information about this extra help, visit Social Security on the web at www.socialsecurity.gov, or call them at 1-800-772-1213 (TTY 1-800-325-0778).

Remember: Keep this Creditable Coverage notice. If you decide to join one of the Medicare drug plans, you may be required to provide a copy of this notice when you join to show whether or not you have maintained creditable coverage and, therefore, whether or not you are required to pay a higher premium (a penalty).

For more information, contact the HR Department.