



Health Insurance Marketplace Coverage Options and Your Health Coverage

PART A: General Information

Since key parts of the health care law took effect in 2014, there is another 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 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 tax credit that lowers your monthly premium right away. Typically, you can enroll in a Marketplace health plan during the Marketplace's annual Open Enrollment period or if you experience a qualifying life event.

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 9.78% 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 1-855-432-MIKE (6453).

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.

¹ 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)

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 Michaels Stores, Inc.		4. Employer Identification Number (EIN) 75-1943604	
5. Employer address 3939 W John Carpenter Fwy		6. Employer phone number 972-409-1300	
7. City Irving	8. State TX	9. ZIP code 75063	
10. Who can we contact about employee health coverage at this job? Benefits Department			
11. Phone number (if different from above) 1-855-432-MIKE (6453)	12. E-mail address hrteam@michaels.com		

3. Employer name Michaels Product Development		4. Employer Identification Number (EIN) 82-3532062	
5. Employer address 3939 W John Carpenter Fwy		6. Employer phone number 972-409-1300	
7. City Irving	8. State TX	9. ZIP code 75063	
10. Who can we contact about employee health coverage at this job? Benefits Department			
11. Phone number (if different from above) 1-855-432-MIKE (6453)	12. E-mail address hrteam@michaels.com		

3. Employer name MSPC		4. Employer Identification Number (EIN) 20-0313890	
5. Employer address 3939 W John Carpenter Fwy		6. Employer phone number 972-409-1300	
7. City Irving	8. State TX	9. ZIP code 75063	
10. Who can we contact about employee health coverage at this job? Benefits Department			
11. Phone number (if different from above) 1-855-432-MIKE (6453)	12. E-mail address hrteam@michaels.com		

3. Employer name Artistree		4. Employer Identification Number (EIN) 83-0466644	
5. Employer address 3939 W John Carpenter Fwy		6. Employer phone number 972-409-1300	
7. City Irving	8. State TX	9. ZIP code 75063	
10. Who can we contact about employee health coverage at this job? Benefits Department			
11. Phone number (if different from above) 1-855-432-MIKE (6453)	12. E-mail address hrteam@michaels.com		

- 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)

Here is some basic information about health coverage offered by this employer:

- As your employer, we offer a health plan to:

All employees. Eligible employees are:

Some employees. Eligible employees are:

- Those credited with an average of at least 30 (thirty) hours of service per week.
- Those that have met the 30-day waiting period requirement, not to exceed 90 days.

- With respect to dependents:

We do offer coverage. Eligible dependents are:

- An employee's spouses who are not eligible for medical coverage as a full time (working an average of 30 hours or more per week) employee of another company and is eligible for Minimum Value* medical coverage through that employer. *as defined under the Patient Protection and Affordable Care Act (PPACA)
- An employee's child under the age of twenty-six (26); or an employee's child of any age who is incapable of self-care:
 - is mentally or physically incapable of sustaining his or her own living; and
 - is primarily dependent upon the Employee for financial support.

We do not offer coverage.

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.

** 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.

If you decide to shop for coverage in the Marketplace, [HealthCare.gov](https://www.healthcare.gov) will guide you through the process.

• 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)