

## IMPORTANT CONSIDERATIONS FOR EMPLOYEES BEFORE DECIDING TO WAIVE COVERAGE

The ACA Individual Shared Responsibility Payment (Penalty) has been reduced to \$0, effective 1/1/2019.

If you currently have coverage, or plan to apply for coverage, through Nevada Health Link and utilize a Premium Tax Credit (PTC) to help you pay for your coverage, take caution. If the coverage your employer offers meets the following criteria, you are not eligible for a PTC:

**Your portion of the 2025 premium cost for self-only coverage on the lowest cost minimum value plan offered by your employer is 9.02% or less of your household income (Modified Adjusted Gross Income or MAGI).**

*You could be required to pay back a significant portion of the monies advanced for payment of your premium if you receive a PTC for which you are not eligible; unless you qualify for an exemption. We recommend checking with your trusted tax advisor and/or contacting Nevada Health Link to help you make an informed decision.*

The health coverage we offer does meet the Affordable Care Act (ACA) criteria for minimum essential coverage that meets minimum value (at least a 60% bronze level plan). If you need a copy of the Summary of Benefits & Coverage (SBC), which includes a statement that the plan meets this criteria, or you need details on the portion you would pay for self-only coverage on the lowest cost minimum value plan we offer please request that information from the contact listed below. \*

The coverage being offered to you by \_\_\_\_\_ meets the following ACA Affordability Safe Harbor:

- ☐ W-2 Box 1 Income for the corresponding tax year
- ☐ Rate of Pay x 130 Hours (at the beginning of plan effective date)
- ☐ Federal Poverty Level (at the beginning of the plan effective date)

\*This paragraph does not apply for MEC Only plan offerings.