



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

Dear "R"Us Team Member:

The Affordable Care Act (ACA), also known as the health care reform law, was put into place to ensure most Americans have access to affordable health care coverage. The law requires that most Americans have health insurance as of January 1, 2014, or pay a tax penalty. This is called the "Individual Mandate".

To help everyone satisfy their Individual Mandate, there will be opportunities to buy health insurance through the Health Insurance Marketplace (the "Marketplace"). This letter is intended to provide some basic information about the Marketplace and about health coverage at Toys"R"Us. We'll also let you know where you can get more information about the Marketplace, and where to learn more about the ACA, what it means for you, and your health coverage options.

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

The Marketplace is designed to help individuals find health insurance that meets their needs and fits their budget. It offers "one-stop shopping" to find and compare private health insurance options. All U.S. citizens and legal residents will have access to individual health insurance policies through their state Marketplace as of January 1, 2014.

Open enrollment for health insurance coverage through the Marketplace takes place annually in November for coverage starting January 31. To find out more about the Marketplace in the state where you live, visit [www.healthcare.gov](http://www.healthcare.gov).

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

Some individuals may be eligible for a federal subsidy (in the form of a tax credit) that lowers their monthly premium right away for coverage purchased through the Marketplace.

**If you are not eligible for health coverage through Toys"R"Us,** you may be eligible for a federal subsidy in order to make buying insurance through the Marketplace more affordable. The savings you may be eligible for depends on your household income. You may also be eligible for low cost coverage through your state's Medicaid program, or Medicare.

**If you are eligible for health coverage through Toys"R"Us,** your Toys "R"Us coverage will likely be more affordable. You should also consider your costs for coverage under your spouse's or domestic partner's plan and your parent's employer plan (if you are under the age of 26).

## How Do I Know If I'm Eligible for a Toys“R”Us Health Plan?

To be eligible for a Toys“R”Us Health Plan you must be a:

- Regular management or full-time hourly team member with at least 30-days of continuous service.
- Part-time hourly team member who satisfied the required average hours worked rules under the Affordable Care Act.

Toys“R”Us also offers coverage to eligible dependents of benefits-eligible team members. Eligible dependents include:

- Your spouse or domestic partner
- You and your spouse's biological child(ren), legally adopted or foster child up to age 26;
- Your domestic partner's child(ren) up to age 26.

Toys“R”Us coverage meets the minimum value standard, and the cost of this coverage is intended to be affordable, based on employee wages.

## What If I'm Not Eligible for a Toys“R”Us Health Plan?

If you are not eligible for a Toys“R”Us health plan, you should consider other options available to you, such as coverage through your spouse's employer plan, your parent's employer plan, Medicaid, Medicare or your state's Marketplace.

## When is the enrollment period for the Marketplace?

Enrollment in the Marketplace takes place annually in November. If you decide to enroll through the Marketplace, you will need to provide the Marketplace with the following information about Toys“R”Us and our plans:

**Employer name:** Toys“R”Us, Inc.

**Employer Identification Number (EIN):** 22-3260693

**Employer address:** One Geoffrey Way, Wayne, NJ 07470

**Employer telephone number:** 973-617-3500

**Name of contact for employee health coverage:** “R”Us Benefits Service Center

**Phone number of contact (if different from above):** 1-844-TRU-BENS

**If you decide to shop for coverage in the Marketplace, HealthCare.gov will guide you through the process. You will need to enter the Employer information above when you visit the HealthCare.gov website. This information will be used in determining if you are eligible to receive a tax credit (government subsidy) to lower your monthly premiums.**



### **Am I eligible for a subsidy if I'm Eligible for a Toys“R”Us Health Plan?**

If you are eligible to purchase health coverage from Toys“R”Us, you are probably not eligible for a subsidy through the Marketplace and may wish to enroll in a Toys“R”Us health plan during the next Annual Enrollment period. See the [“Health Care Reform” section](#) on [RUsBenefits.com](http://RUsBenefits.com) for more information.

### **Are there situations when I can qualify for a tax credit even though I am eligible for coverage through my or my spouse/parent’s employer’s health plan?**

Some people may be eligible for a tax credit that lowers their monthly premiums or deductibles if their employer does not offer coverage at all or does not offer coverage that meets certain standards. You may be eligible for a federal subsidy if the cost of a plan from an employer *for employee-only coverage* is more than 9.5% of your household income for the year, or if the coverage the employer provides does not meet the “minimum value” standard set by the health care reform law. **Toys“R”Us health coverage meets the requirements (cost and “minimum value”) of the health care reform law.**

**Note:** If you purchase a health plan through the Marketplace instead of accepting available health coverage offered by Toys“R”Us, then you may forfeit the Toys“R”Us contribution to the Company-offered coverage. Please note, the Company contribution – as well as your team member contribution to “R”Us-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.

### **Why Are You Sending This Information?**

Most U.S. employers are required to send this notice to employees to raise awareness of the Marketplace and to help them understand how having access to their employer’s health care plan may limit their eligibility for a subsidy in the Marketplace.

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

For more information about the coverage offered by Toys“R”Us, visit [RUsBenefits.com](http://RUsBenefits.com) (username: RUS, password: benefits). In addition to your state’s Health Insurance Marketplace website ([www.healthcare.gov](http://www.healthcare.gov)), you should also visit your state’s Medicaid website ([www.medicaid.gov](http://www.medicaid.gov)) or Medicare website ([www.medicare.gov](http://www.medicare.gov)). If you are eligible, you can get low cost coverage through your state’s Medicaid program, or Medicare.

Toys“R”Us has prepared communications to help you understand the law and your health plan coverage options. We encourage you to visit [RUsBenefits.com](http://RUsBenefits.com) to learn more and help you make informed decisions. Some of the materials available on [RUsBenefits.com](http://RUsBenefits.com) include a Health Care Reform Education Packet, [a decision flow chart](#), and [a side-by-side chart \(quickview\) showing your Health Insurance Options](#).

In addition to the written materials, we've included short, informative [videos](#) that outline the key components of health care reform, and help define what the Marketplace is and what services it provides.

Toys“R”Us will provide updates on Health Care Reform and how it impacts your benefits. Visit [RUsBenefits.com](http://RUsBenefits.com) for more information.

Sincerely,

A handwritten signature in black ink, appearing to read "Robert J. Klecanda". The signature is fluid and cursive, with a prominent initial "R" and "J".

Robert J. Klecanda  
Director, Benefits & Relocation