

**Legal Notice Related to the
Patient Protection and Affordable Care Act (PPACA)**

Grandfathered Plan Status Notice Effective July 1, 2013

In accordance with the health care reform law, Toys“R”Us is providing the following required legal notice regarding Grandfathered Plan Status effective July 1, 2013.

Grandfathered Plan Status Notice

In the Patient Protection and Affordable Care Act, health plans like ours that existed at the time of enactment were “grandfathered” and excluded from certain aspects of the law. Toys“R”Us is fully complying with the regulations in the Patient Protection and Affordable Care Act. Effective July 1, 2013, due to changes in plan design, we will no longer maintain our grandfathered status for the Aetna “R”CDHP, Aetna “R”Choice, and Kaiser Permanente HMO – CA medical options. These medical plans will join the Aetna Indemnity Medical Plan and Kaiser Permanente HMO – Hawaii medical options as non-grandfathered plans.

Since you started working here, you’ve had access to a wide range of doctors and hospitals, protection against major medical expenses, big savings on your prescription drugs, and free or low cost preventive care through our plans. This won’t change with the loss of grandfathered plan status.

For more information about how grandfathered health plan status is maintained or what might cause the loss of such status, visit the Employee Benefits Security Administration’s website at www.dol.gov/ebsa/healthreform, which includes a table summarizing which protections do and do not apply to grandfathered health plans.