

Employee Classification & Exchange Marketplace Notice

Employee Classification: Seasonal & Part Time Variable

Eligibility

As a Seasonal or Part-Time Variable Employee at the Pan American Hotel, you will average less than 30 hours per week over a 12 month period and/or have a break in service of at least 14 weeks between seasons. As such, you are **NOT** eligible for company offered health insurance benefits.

In compliance with the Patient Protection and Affordable Care Act of 2010, please see below for information on the Health Insurance Marketplace:

New Health Insurance Marketplace Coverage Options and Your Health Coverage

General Information

We are circulating this Notice to all employees of the Pan American Hotel in accordance with the provisions of the federal Patient Protection and Affordable Care Act of 2010, a law that is commonly referred to as the Affordable Care Act or the "ACA." The purpose of this Notice is to advise you of certain provisions of the ACA. When key parts of the ACA took effect in 2014, there became 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 on the new Marketplace and the 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. Access to health insurance coverage through the Marketplace is available during the designated open enrollment period. Visit Healthcare.gov for more information regarding open enrollment.

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. (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.)

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 your HR representative: [Jeanine Grafe \(609\)729-3700 x1101](mailto:Jeanine.Grafe@panam.com).

The Marketplace can help you evaluate your coverage options, including your eligibility for coverage through the Marketplace and its cost. Please visit [Healthcare.gov](https://www.healthcare.gov) for more information, including an online application for health insurance coverage and contact information for a Health Insurance Marketplace in your area.

Employer Health Care Coverage

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:

Employer Name: Pan American Hotel LLC
Employer ID Number: 22-1948306
Employer Address: Crocus Road and Ocean Avenue, Wildwood Crest, NJ 08260

Contact for information about health coverage:

Jeanine Grafe, Payroll/Benefits Manager
609-720-3700 x1101
Jeanine.grafe@moreyspiers.com

Employees and Others to Whom Health Coverage Is Offered by Your Employer

As your employer, we offer a health plan to some employees. Eligible employees are full-time and full-time variable associates. Full-time variable associates are those who work 6-12 months, with scheduled layoff(s) during the year and are reasonably expected to work at least 1,560 hours per year.

We offer coverage to spouses or civil union partners and to children to age 26.

This coverage meets the minimum value standard, and the cost of this coverage to you is intended to be affordable, based on employee wages. (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)).

If you decide to shop for coverage in the Marketplace, HealthCare.gov will guide you through the process. 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 is provided above.

Please note that, 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.

Cost of Coverage for the Lowest-Cost Plan that Meets the Minimum Value Standard

The following is information concerning the lowest-cost plan that meets the minimum value standard offered only to an **eligible employee** (for single medical coverage; this does not include family plans). This information accounts for employer wellness programs and provides the premium that the employee would pay if he/she received the maximum discount for any tobacco cessation programs and did not receive any other discounts based on wellness programs.

This is how much an eligible employee would have to pay in premiums every two weeks for single coverage under the employer’s policy ending 2/28/2027: \$67.75.