There are a lot of things that employers need to know about healthcare reform. But most importantly, they need to know and understand what they are responsible for.

Employers subject to the fair labor standards are required to provide a notice to their employees that inform them of their options regarding the new Marketplace. Within this notification, they must inform their employees of whether or not the health plan provided meets minimum value. Additionally, please note, COBRA election notices have been revised to inform qualified beneficiaries about other coverage options available in the marketplace.

Both of these notices need to be distributed before October 1, 2013 and are attached. Also, they can be found here: <http://www.dol.gov/ebsa/healthreform/index.html>

**How does minimum value play a part in this?**

Please see the below statements regarding minimum value from Nippon Life Benefits. We hope this communication helps you and your clients understand what they need to do regarding this specific provision.

**Small Group Employers:**

Nippon Life Benefits’ 2013 small-group health plans are currently compliant with the Affordable Care Act, state and federal law. However, in-force 2013 small-group plans are not required to and do not yet include certain Essential Health Benefits, such as pediatric dental and vision services, required under the Affordable Care Act to be covered for plan years beginning in 2014. As a result, 2013 small-group health plans

will not meet the Minimum Value standard as of October 1, 2013. However, upon renewal in 2014, every Nippon Life Benefits small-group plan will offer all required Essential Health Benefits and will meet the Minimum Value standard. Small Group employers may wish to communicate this on the exchange notice: ‘Upon Renewal in 2014, we will be offering a plan that will meet the Minimum Value standard.’

**Large Group Employers:**

Nippon Life Benefits has reviewed all of our current Large Group Health Plans and they all meet the minimum value requirement of at least 60%. On the Notice about Exchanges, you can inform your employees that your current plan does meet Minimum Value Standards.