



NEW HEALTH INSURANCE MARKETPLACE COVERAGE OPTIONS AND YOUR HEALTH COVERAGE

PART A: General Information

When key parts of the health care law take effect in 2014, there will be 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 about the new Marketplace and employment-based health coverage offered by Panasonic.

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. Open enrollment for health insurance coverage through the Marketplace begins in October 2013 for coverage starting as early as January 1, 2014.

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 Panasonic does not offer coverage, or offers coverage that doesn't meet certain standards. The savings on your premium that you are 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 Panasonic that meets certain standards, you will not be eligible for a tax credit through the Marketplace and may wish to enroll in Panasonic'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 Panasonic does not offer coverage to you at all or does not offer coverage that meets certain standards. If the cost of a plan from Panasonic 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 Panasonic provides does not meet the "minimum value" standard set by the Affordable Care Act, you may be eligible for a tax credit.¹

Note: If you purchase a health plan through the Marketplace instead of accepting health coverage offered by Panasonic, then you may lose the employer contribution (if any) to the employer-offered coverage. Also, Panasonic's 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 Panasonic, please check your summary plan description on the Benefits website, accessible through Workday, or contact the Panasonic Benefits Center at 1-877-688-2373, option 1.

The Marketplace can help you evaluate your coverage options, including your eligibility for coverage through the Marketplace and its cost. Please visit HealthCare.gov for more information, including an online application for health insurance coverage and contact information for a Health Insurance Marketplace in your area.

¹ 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.



PART B: Information About Health Coverage Offered by Panasonic

This section contains information about any health coverage offered by Panasonic. If you decide to complete an application for coverage in the Marketplace, you will be asked to provide this information. This information is numbered to correspond to the Marketplace application. Since the benefit plans are maintained by PNA this applies to employees of Panasonic Corporation of North America (PNA), Panasonic Avionics Corporation (PAC), Panasonic Automotive Systems Company of America (PASA), Panasonic Appliances Company of America (PAPA), Panasonic Disc Manufacturing Corporation of America (PDMC), Panasonic Electric Works of America (PEWA), Panasonic Electric Works Laboratory of America (PEWLA), Panasonic AVC Networks Company of America (PAVCA) and Panasonic Procurement Corporation of America (PPA).

3. Employer name Panasonic Corporation of North America		4. Employer Identification Number (EIN) 362786846	
5. Employer address Two Riverfront Plaza, 12th Floor		6. Employer phone number 877-688-2373	
7. City Newark	8. State NJ	9. ZIP code 07102	
10. Who can we contact about employee health coverage at this job? Panasonic Benefits Center			
11. Phone number (if different from above)		12. Email address employeeservices@us.panasonic.com	

Here is some basic information about 2013 health coverage offered by Panasonic:

- As your employer, we offer a health plan to eligible employees.
 - Eligible employees are full-time non-union employees scheduled to work a minimum of 35 hours per week
 - Part-time non-union employees regularly scheduled to work at least 30 hours per work and were enrolled in benefits as a part time employee prior to January 1, 2004.
- With respect to dependents, we offer coverage to dependents. Eligible dependents include your:
 - Spouse (Legal spouse under federal, state or local law and includes opposite and same sex relationships)
 - Registered domestic partner, if registration is available in your home state. The definition of a registered domestic partner is based on state and/or local guidelines.
 - Same-sex domestic partner if you and your same-sex domestic partner are not registered with any jurisdiction. A same-sex domestic partner is eligible if he/she is at least 18 years of age, is unmarried, is not in a domestic partner relationship with anyone else, shares a principal residence with your and shares a mutual obligation of support for the basic necessities of life.
 - Unmarried or married children, from birth up to the end of the month in which they turn 26, regardless of whether your child is your tax dependent, a full-time student, or lives with you. Your child is not eligible for coverage in a Panasonic plan if he/she is employed and is eligible for his/her own employer-sponsored health plan regardless of whether your child elects that coverage.
 - Mentally or physically disabled children who depend on you for support.

*Please reference the 2014 Benefits E-book (available after October 14, 2013) for information regarding eligibility for the 2014 calendar year.

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

** Even if Panasonic 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.

If you decide to shop for coverage in the Marketplace, HealthCare.gov will guide you through the process. Here's 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.