

My Benefits. My Choice.

Health Care Reform FAQs

2017 ANNUAL ENROLLMENT



1. What is Health Care Reform?

The Affordable Care Act requires most individuals in the United States (including children) to have some form of qualifying health insurance or pay a penalty in the form of a tax.

Employer-sponsored health insurance, such as the medical coverage offered by Lowe's, will satisfy this coverage requirement. Certain government-sponsored coverage, such as Medicare, Medicaid, and the CHIP program (Children's Health Insurance Program) will also satisfy the requirement for those who are eligible. Qualifying individual coverage will also count.

2. Does Lowe's offer health plans providing qualifying minimum essential benefits?

Yes. For the following eligible employees, Lowe's offers health plans that meet the minimum essential value:

- Regular full-time employees
- Regular part-time employees (with the exception of part-time employees who live and/or work in Massachusetts and part-time employees who work in New Hampshire or Minnesota)
- All employees who live or work in Hawaii, including temporary, part-time, and full-time are eligible for coverage

3. Can an employee select a Lowe's Group Medical Plan option for herself or himself, and also separately enroll her or his dependents in coverage offered through the Health Insurance Marketplace (insurance exchanges)?

Yes. An employee can have employee-only medical coverage sponsored by Lowe's and separately enroll his or her dependents in an option offered through the Health Insurance Marketplace (insurance exchanges). However, an employee cannot enroll his or her dependents in a Lowe's medical plans without also being enrolled in a Lowe's Group Medical Plan option.

4. What is the open enrollment period for the Health Insurance Marketplace?

The open enrollment period for the Health Insurance Marketplace is November 1, 2016 through January 31, 2017. Please note the Annual Enrollment period for benefits offered by Lowe's is October 17, 2016 through November 4, 2016.

5. Do the part-time plans satisfy the individual mandate?

The Preventive Plus plan meets minimum essential coverage as designated by the Affordable Care Act, and therefore will satisfy the individual mandate. The Fixed Indemnity plan does not meet minimum essential coverage. If employees enroll in ONLY the Fixed Indemnity plan, they will be subject to the individual mandate penalty if they have no additional qualifying health coverage.

5. Are there pre-existing condition limitations for the Lowe's medical plan?

No. Employees cannot be denied coverage for a medical plan based on a pre-existing condition.