



Dear Employee,

Here is the paper copy of the ACA Exchange Notice that you requested during your on boarding process. If you have any questions you can always contact the Benefits Department @ 888 -253-3115 or send an email at Benefits@ckr.com.

Note from the Benefits Department –

There are several options for you when it comes to getting Health Insurance in 2020.

-All Employees whether eligible for coverage with CKE or not can also get Health Insurance through:

- a) The New Health Insurance Marketplace at www.healthcare.gov. When buying coverage through the Marketplace you may be eligible to receive a tax credit/subsidy to help pay for your coverage. You may go to www.healthcare.gov to explore your Market place options and get more information;
- b) Get covered on a spouse or parents plan, if eligible;
- c) Consider applying for Medicaid – depending on your family size and income you may be eligible; or
- d) Find a local insurance broker, and have them find a plan for you. This option does not give you any option for the subsidy, though, as the Health Insurance Marketplace would.

Thank you,
CKE Benefits Department.

Health Insurance Marketplace Coverage Options and Your Health Coverage

PART A: General Information

In 2014, with the introduction of the Affordable Care Act, there was a new way to buy health insurance introduced: 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 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. Open enrollment for health insurance coverage through the Marketplace begins in the fall each year for coverage starting in January the following year.

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.¹

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 at www.CKEbenefits.com or contact The CKE Benefits Department at (888) 253-3115.

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 Your Employer

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. This information is numbered to correspond to the Marketplace application.

3. Employer name CKE Restaurants Holdings, Inc		4. Employer Identification Number (EIN) 90-0941003	
5. Employer address 6700 Tower Circle, Suite 1000		6. Employer phone number (888) 256-3115	
7. City Franklin	8. State TN	9. ZIP code 37067	
10. Who can we contact about employee health coverage at this job? CKE Benefits			
11. Phone number (if different from above)		12. Email address Benefits@ckr.com	

Here is some basic information about health coverage offered by CKE Restaurants:

As your employer, we offer a health plan to:

- full-time active corporate employee; or
- full-time active restaurant employee not classified as a shift leader or crew member; or
- you are a crew person or shift leader for Carl's Jr. Restaurants or Hardee's Restaurants and have worked an average of 30 hours or more per week during the 12-month measurement period set by the Employer

** Full-time is defined as working 30 hours or more per week.

With respect to dependents:

Dependent coverage is available as an option to the eligible family members of covered employees under the employer's group health plan. You should refer to the Summary Plan Description for the group health plan, which provides information on the eligible family members that may be provided with dependent coverage under the plan.

Coverage offered to full-time employees meets the minimum value standard, and the cost of this coverage to you is intended to be affordable, based on federal poverty limit safe harbor guidelines.

** 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.

If you decide to shop for coverage in the Marketplace, **HealthCare.gov** will guide you through the process. If you have any additional questions regarding this notice please contact the CKE Benefits Department at (888) 253-3115 or by email at Benefits@ckr.com. Para asistencia en Español favor de llamar al centro de llamadas al (888) 253-3115 opcion 4.