

NOTICE TO ALL EMPLOYEES  
HEALTH BENEFIT PLAN “GRANDFATHERED” STATUS  
UNDER AFFORDABLE CARE ACT

Our group health plan believes that the plan is a “grandfathered health plan” under the Patient Protection and Affordable Care Act (the Affordable Care Act). As permitted by the Affordable Care Act, a grandfathered health plan can preserve certain basic health coverage that was already in effect when that law was enacted. Being a grandfathered health plan means that the plan may not include certain consumer protections of the Affordable Care Act that apply to other plans, for example, the requirement for the provision of preventive health services without any cost sharing. However, grandfathered health plans must comply with certain other consumer protections in the Affordable Care Act, for example, the elimination of lifetime limits on benefits.

Questions regarding which protections apply and which protections do not apply to a grandfathered health plan and what might cause a plan to change from grandfathered health plan status can be directed to the plan administrator:

Marie Kavanagh  
Director of Payroll & Employee Benefits  
Ball State University  
765-285-8461  
[mkavanagh@bsu.edu](mailto:mkavanagh@bsu.edu)