



January 2015

Marketplace Notice

Health Insurance Marketplace Coverage Options and Your Health Coverage

PART A: GENERAL INFORMATION

This notice provides some basic information about the Health Insurance Marketplace that went into effect in 2014 and the employment-based health coverage offered to you by Danaher Corporation. It is required that we provide this information to you as a newly hired Danaher associate. If you are currently enrolled in a Marketplace health plan, it is important that you read this document and contact the Healthcare Marketplace to report your new job.

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 also may be eligible for a tax credit that lowers your monthly premium right away.

Does Danaher Health Coverage Affect Eligibility for Premium Savings through the Marketplace?

Yes. You are generally not eligible for the discounted Marketplace premiums if you are eligible for coverage under your employer’s health plan. Danaher’s health plan coverage meets the “minimum value” standards set by the Affordable Care Act. However, if the amount you must pay to cover yourself—but not any other members of your family—for Danaher medical coverage (shown on page 3 of this notice under question 15) is more than 9.5% of your household income for the year, you may be eligible to receive or to continue discounted Marketplace premiums even though you are eligible for Danaher medical plan coverage.

How Can I Get More Information

If you are currently enrolled in a health plan through the Health Insurance Marketplace, you **must** report that you are now eligible for health coverage through your new job. Visit HealthCare.gov or contact the Marketplace Call Center at 800-318-2596 to report the change. Part B of this notice gives you information you will need when you talk to a customer service representative about your ability to continue or to enroll in subsidized Marketplace coverage.

For more information about the health plan coverage offered by Danaher, go to danaherbenefits.com or contact the MyBenefits Call Center at 800-964-7985.

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 Danaher Corporation		4. Employer Identification Number (EIN) 59-1995548	
5. Employer address 2200 Pennsylvania Avenue NW, Suite 800 W		6. Employer phone number 202-828-0850	
7. City Washington	8. State DC	9. ZIP code 20037	
10. Who can we contact about employee health coverage at this job? MyBenefits Call Center			
11. Phone number (if different from above) 800-964-7985		12. Email address corporatebenefits@danaher.com	

Here is some basic information about health coverage offered by this employer:

- **As your employer, we offer a health plan to:**

- All employees.
- Some employees. Eligible employees are:
All regular employees working 20 hours or more per week.

- **With respect to dependents:**

- We do offer coverage. Eligible dependents are:
Legal spouses (same and opposite-sex); qualified same-sex domestic partners; children, up to age 26, by birth or adoption; and step-children up to age 26, if the employee is still married to the birth parent.
- We do not offer coverage.

- If checked, 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 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. The employer information you'll need when you visit HealthCare.gov to find out if you can get a tax credit to lower your monthly premiums is on page 3.

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PART B: Information About Health Coverage Offered by Your Employer *(continued)*

13. **Is the employee currently eligible for coverage offered by this employer, or will the employee be eligible in the next 3 months?**

- Yes** (Continue)
 No (STOP and return this form to employee).

14. Does the employer offer a health plan that meets the minimum value standard*?

- Yes (Go to question 15) No (STOP and return this form to employee)

15. For the lowest-cost plan that meets the minimum value standard* offered **only to the employee** (don't include family plans): If the employer has wellness programs, provide the premium that the employee would pay if he/she received the maximum discount for any tobacco cessation programs, and didn't receive any other discounts based on wellness programs.

a. How much would the employee have to pay in premiums for this plan? \$74.00

b. How often? Weekly Every 2 weeks Twice a month Monthly Quarterly Yearly

* 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% of such costs (Section 36B(c)(2)(C)(ii) of the Internal Revenue Code of 1986).