Health Insurance *Options*

MEDICAID VS. MARKETPLACE VS. EMPLOYER-SPONSORED MEDICAL PLAN

Navigating health insurance options can feel overwhelming, but understanding each is key to securing the best care for you and your family. ***This comparison guide breaks down the essential differences*** between Medicaid, the Health Insurance Marketplace, and Employer-Sponsored Medical Plans.

	STATE-SPONSORED **MEDICAID**	HEALTH INSURANCE **MARKETPLACE**	EMPLOYER-SPONSORED **MEDICAL PLAN**
Who It's For	• **Low-income** individuals & families	• Individuals & families **without employer coverage**	• **Employees & their families**
Key Features	• Low/no cost, **comprehensive benefits**	• Income-based **financial help** available	• Employer often contributes to costs • **Convenient** payroll deductions
How to Enroll	• Apply anytime **through your state**	• **HealthCare.gov** during Open Enrollment	• **Through HR** during Open Enrollment
Enrollment Deadlines	• Apply **year-round** • Special Enrollment Periods may apply	• **Open Enrollment**: Nov 1st - Jan 15th • Special Enrollment Periods for life events	• **Check with HR** (typically fall) • Special Enrollment Periods may apply

Maximize Coverage	**UNDERSTAND YOUR PLAN** Familiarize yourself with your plan's details.	**STAY IN-NETWORK** Whenever possible use providers and facilities in the plan network.	**USE PREVENTIVE CARE** Most plans cover preventive services. Take advantage!
& *Minimize Costs*	**REVIEW REGULARY** Your health needs and financial situation can change.	**GENERIC PRESCRIPTIONS** Ask your doctor about generic alternatives for medications.	**HSAs & FSAs** If offered, contribute to these tax-advantaged accounts.

Sources: healthcare.gov, medicaid.gov, truenorthcompanies.com/business-solutions/benefits

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