

# A QUICK GUIDE TO 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 <b>MEDICAID</b>	HEALTH INSURANCE <b>MARKETPLACE</b>	EMPLOYER-SPONSORED <b>MEDICAL PLAN</b>
WHO IT'S FOR	<ul style="list-style-type: none"> <li>• <b>Low-income</b> individuals &amp; families</li> </ul>	<ul style="list-style-type: none"> <li>• Individuals &amp; families <b>without employer coverage</b></li> </ul>	<ul style="list-style-type: none"> <li>• <b>Employees &amp; their families</b></li> </ul>
KEY FEATURES	<ul style="list-style-type: none"> <li>• Low/no cost, <b>comprehensive benefits</b></li> </ul>	<ul style="list-style-type: none"> <li>• Income-based <b>financial help</b> available</li> </ul>	<ul style="list-style-type: none"> <li>• Employer often contributes to costs</li> <li>• <b>Convenient</b> payroll deductions</li> </ul>
HOW TO ENROLL	<ul style="list-style-type: none"> <li>• Apply anytime <b>through your state</b></li> </ul>	<ul style="list-style-type: none"> <li>• <b>HealthCare.gov</b> during Open Enrollment</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Through HR</b> during Open Enrollment</li> </ul>
ENROLLMENT DEADLINES	<ul style="list-style-type: none"> <li>• Apply <b>year-round</b></li> <li>• Special Enrollment Periods may apply</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Open Enrollment:</b> Nov 1st - Jan 15th</li> <li>• Special Enrollment Periods for life events</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Check with HR</b> (typically fall)</li> <li>• Special Enrollment Periods may apply</li> </ul>
MAXIMIZE COVERAGE	<p><b>UNDERSTAND YOUR PLAN</b></p> <p>Familiarize yourself with your plan's details.</p>	<p><b>STAY IN-NETWORK</b></p> <p>Whenever possible use providers and facilities in the plan network.</p>	<p><b>USE PREVENTIVE CARE</b></p> <p>Most plans cover preventive services. Take advantage!</p>
MINIMIZE COSTS	<p><b>REVIEW REGULARLY</b></p> <p>Your health needs and financial situation can change.</p>	<p><b>GENERIC PRESCRIPTIONS</b></p> <p>Ask your doctor about generic alternatives for medications.</p>	<p><b>HSAs &amp; FSAs</b></p> <p>If offered, contribute to these tax-advantaged accounts.</p>

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