

## NOTICE

### INCLUDE WITH STATEMENT OF GROUNDS OF APPEAL

(do **not** include with your tax return)

January 2026,

To all SAG-AFTRA Health Plan (Plan) Participants and Dependents residing in Massachusetts:

**IMPORTANT:** If you had coverage in 2025 under Medicare Part A, certain government plans that qualify as Minimum Creditable Coverage (MCC), or another health plan that qualified as MCC, you are automatically exempt from the MCC penalty and do not need to take any action to obtain a waiver.

Massachusetts state law requires that residents have health coverage that meets certain requirements (MCC) or face a potential penalty under the state's individual coverage mandate. For Massachusetts state law purposes, MCC is the minimum level of coverage that a resident must have in order to be considered covered under state law and avoid tax penalties. Note that the state MCC requirements are different from the federal Affordable Care Act (ACA) requirements. While the Plan offers high-level benefits, considered "minimum essential coverage" under ACA standards, it does not provide full maternity coverage for dependent children and, therefore, it is not considered "MCC" under Massachusetts's requirements.

The result of not being covered by a health plan providing MCC is that you are subject to a Massachusetts state tax penalty. However, the Plan has been in close contact with the Connector to coordinate a process for residents covered by the Plan to **avoid** any state tax penalties related to MCC.

We have advised the Connector that the penalty should not apply to individuals with SAG-AFTRA Health Plan coverage during the 2025 tax year because 1) you purchased health coverage that was close to or substantially met the MCC requirements (the SAG-AFTRA Health Plan coverage) and, under the circumstances, you did not purchase other insurance that met the MCC requirements; and/or 2) you purchased health coverage that did not meet MCC requirements (the SAG-AFTRA Health Plan coverage) because that is all that your employer offered and, under the circumstances, you did not purchase other insurance that met the MCC requirements. You will be able to indicate that on your Statement of Grounds, and you'll enclose this notice as support. You may also base your appeal on other circumstances, such as a documented financial hardship during 2025 that satisfies criteria stated in the Schedule HC instructions if you wish to do so, but it will not be necessary.

Be advised that the SAG-AFTRA Health Plan has no role or input in, nor any control over, the appeal process, and cannot advise you as to the best manner in which to pursue an appeal. That being said, however, we have worked closely with the Connector to advocate on behalf of all Plan participants and dependents

residing in Massachusetts to assist you in this process and that have been cooperatively partnering with us to make this process as easy as possible.

If you have any questions regarding this notice, please contact the Plan at (800) 777-4013. You can also speak with your tax consultant.

Thank you for your cooperation and please do not hesitate to contact us if you need assistance.

Sincerely,

SAG-AFTRA Health Plan