

Client ID: 1016

As of Date: 8/1/2016

Client: Acme16

Companies: Acme16 , 1016 Company B

Report Generated on: 8/18/2016 10:14:00 AM

Affordable Safe Harbor Determination Method: Current Year Projected W-2 Wage

Employee Category: New Hires

Employee Name	Employee Number	Benefit Plan Lowest Cost Option	Pay Type	Annual EE Cost Of Benefit	Current Year Projected W-2 Wage	Benefit %	Compliance Exception	Annual Increase in Wage To Comply	Annual Reduction in Cost To Comply	Monthly Reduction in Cost To Comply
Sue Green	10010	Kaiser Permanente EE Only	Salary	1,068.00	23,193.95	4.60 %			0.00	0.00
Perry Masonry	10011	Kaiser Permanente EE Only	Salary	1,068.00	201,860.40	0.53 %			0.00	0.00
Lisa Mills	10012	Kaiser Permanente EE Only	Hourly	890.00	8,672.06	10.26 %	Exceeds 9.66%	541.19	52.28	4.36
Jack Nicholson	10009	Kaiser Permanente EE Only	Hourly	890.00	0.00	0.00 %			0.00	0.00
Christine Williams	4	Kaiser Permanente EE Only	Salary	1,780.00	0.00	0.00 %			0.00	0.00



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ACA PLAN RENEWAL - AFFORDABILITY PROJECTION TOOL

As of Date: 8/1/2016

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Employee Category: Ongoing Employee

Employee Name	Employee Number	Benefit Plan Lowest Cost Option	Pay Type	Annual			Compliance Exception	Annual	Annual	Monthly
				EE Cost Of Benefit	Current Year Projected W-2 Wage	Benefit %		Increase in Wage To Comply	Reduction in Cost To Comply	Reduction in Cost To Comply
Ralph D Aberforth	102	Kaiser Permanente EE Only	Hourly	2,136.00	46,626.59	4.58 %			0.00	0.00
Mark T Able	101	Blue Cross Blue Shield EE Only	Hourly	2,760.00	116,463.15	2.37 %			0.00	0.00
Mary Adams	2	Kaiser Permanente EE Only	Salary	2,136.00	38,800.06	5.51 %			0.00	0.00
William Adams	126	Kaiser Permanente EE Only	Hourly	2,136.00	30,583.20	6.98 %			0.00	0.00
Susan M Anderson	114	Kaiser Permanente EE Only	Salary	2,136.00	47,267.96	4.52 %			0.00	0.00
Elliott Bailey	105	Kaiser Permanente EE Only	Hourly	2,136.00	32,966.44	6.48 %			0.00	0.00
Ange Butterworth	10008	Kaiser Permanente EE Only	Salary	2,136.00	37,625.99	5.68 %			0.00	0.00
John Doe	1	Kaiser Permanente EE Only	Hourly	2,136.00	19,716.67	10.83 %	Exceeds 9.66%	2,395.13	231.37	19.28
Ryan Doe	108	Kaiser Permanente EE Only	Salary	2,136.00	94,877.68	2.25 %			0.00	0.00
Fred Flintstone	122	Kaiser Permanente EE Only	Salary	2,136.00	46,560.93	4.59 %			0.00	0.00
Mark Jones	110	Blue Cross Blue Shield EE Only	Hourly	2,760.00	36,121.92	7.64 %			0.00	0.00
Karen aa Kelly	124	Kaiser Permanente EE Only	Hourly	2,136.00	45,329.76	4.71 %			0.00	0.00
Mark Lindroth	116	Kaiser Permanente EE Only	Salary	2,136.00	81,430.92	2.62 %			0.00	0.00
Lisa Loeb	125	Kaiser Permanente EE Only	Salary	2,136.00	70,443.00	3.03 %			0.00	0.00
Sparks Marken	10002	Kaiser Permanente EE Only	Salary	2,136.00	10,617.75	20.12 %	Exceeds 9.66%	11,494.05	1,110.33	92.53
Kevin Panda	10007	Kaiser Permanente EE Only	Hourly	2,136.00	26,038.56	8.20 %			0.00	0.00
John Q Public	130	Kaiser Permanente EE Only	Salary	2,136.00	63,752.06	3.35 %			0.00	0.00
Joe Rockhead	10006	Kaiser Permanente EE Only	Salary	2,136.00	20,875.27	10.23 %	Exceeds 9.66%	1,236.53	119.45	9.95
Barney Rubble	113	Kaiser Permanente EE Only	Salary	2,136.00	0.00	0.00 %			0.00	0.00
Anvil Samson	129	Kaiser Permanente EE Only	Hourly	2,136.00	41,331.31	5.17 %			0.00	0.00
Betty Shepard	3	Kaiser Permanente EE Only	Salary	2,136.00	42,592.68	5.01 %			0.00	0.00
Wilma Pebbles Slaghoople	10005	Kaiser Permanente EE Only	Salary	2,136.00	0.00	0.00 %			0.00	0.00
John aa Smith	1	Kaiser Permanente EE Only	Salary	2,136.00	30,528.56	7.00 %			0.00	0.00
Mary Smith	127	Kaiser Permanente EE Only	Salary	2,136.00	46,539.28	4.59 %			0.00	0.00
Ed Sullystone	111	Kaiser Permanente EE Only	Hourly	2,136.00	0.00	0.00 %			0.00	0.00
Joe aa Terrone	109	Kaiser Permanente EE Only	Salary	2,136.00	30,014.03	7.12 %			0.00	0.00
Steve Williams	104	Blue Cross Blue Shield EE Only	Salary	2,760.00	22,138.72	12.47 %	Exceeds 9.66%	6,432.71	621.40	51.78
Todd Wilson	10003	Kaiser Permanente EE Only	Salary Non-Exempt	2,136.00	0.00	0.00 %			0.00	0.00
Number of employees above affordable threshold:						5		22,099.62	2,134.82	177.90

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	<u>Annual</u>	<u>Monthly</u>
Total Increase in Wages to Comply:	22,099.62	1,841.63
Total Reduction in Employee Benefit Cost to Comply:	2,134.82	177.90
Potential Maximum Penalty for Non-Compliance:	15,000.00	

IMPORTANT NOTE: This report assesses your group health plan's affordability based on the current year pro-rated W-2 box 1 wages and the employee-only lowest cost option and is therefore only an estimate. This report treats employees that are terminated and rehired within the same calendar year as being continuously employed for calculation purposes. Special consideration should be given to employees in this category as the results may differ based on individual circumstances.

- Total Increase in Wages to Comply: This number represents the total amount of annual increase needed to bring every full-time employee under the 9.5 percent affordability threshold if the employee-only lowest cost option remained the same.
- Total Reduction in Employee Benefit Cost to Comply: This number represents the total amount of annual decrease in employee benefit cost to bring every full-time employee under the 9.5 percent affordability threshold.
- Potential Maximum Penalty for Non-Compliance: This number represents the total amount of tax penalty an employer would pay if every full-time employee above the 9.5 percent threshold obtained subsidized coverage through the Health Insurance Marketplace (Exchange) for all 12 months of the applicable tax year.