

Client ID: 1016

As of Date: 8/1/2016

Client: Acme16

Companies: Acme16 , 1016 Company B

Report Generated on: 8/18/2016 10:14:09 AM

Affordable Safe Harbor Determination Method: Rate of Pay

Employee Category: New Hires

Employee Name	Employee Number	Benefit Plan Lowest Cost Option	Pay Type	Monthly EE Cost Of Benefit	Rate of Pay	Benefit %	Compliance Exception	Hourly Increase in Wage To Comply	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	178.00	4,166.67	4.27 %				0.00	0.00
Perry Masonry	10011	Kaiser Permanente EE Only	Salary	178.00	5,000.00	3.56 %				0.00	0.00
Lisa Mills	10012	Kaiser Permanente EE Only	Hourly	178.00	1,950.00	9.13 %				0.00	0.00
Jack Nicholson	10009	Kaiser Permanente EE Only	Hourly	178.00	2,500.00	7.12 %				0.00	0.00
Christine Williams	4	Kaiser Permanente EE Only	Salary	178.00	3,333.33	5.34 %				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	Monthly EE Cost Of Benefit	Rate of Pay	Benefit %	Compliance Exception	Hourly Increase in Wage To Comply	Annual Increase in Wage To Comply	Annual Reduction in Cost To Comply	Monthly Reduction in Cost To Comply
Ralph D Aberforth	102	Kaiser Permanente EE Only	Hourly	178.00	2,812.50	6.33 %				0.00	0.00
Mark T Able	101	Blue Cross Blue Shield EE Only	Hourly	230.00	1,950.00	11.79 %	Exceeds 9.66%	3.32		499.56	41.63
Mary Adams	2	Kaiser Permanente EE Only	Salary	178.00	3,499.99	5.09 %				0.00	0.00
William Adams	126	Kaiser Permanente EE Only	Hourly	178.00	1,300.00	13.69 %	Exceeds 9.66%	4.17		629.04	52.42
Susan M Anderson	114	Kaiser Permanente EE Only	Salary	178.00	6,562.49	2.71 %				0.00	0.00
Elliott Bailey	105	Kaiser Permanente EE Only	Hourly	178.00	1,300.00	13.69 %	Exceeds 9.66%	4.17		629.04	52.42
Ange Butterworth	10008	Kaiser Permanente EE Only	Salary	178.00	4,166.67	4.27 %				0.00	0.00
John Doe	1	Kaiser Permanente EE Only	Hourly	178.00	1,365.00	13.04 %	Exceeds 9.66%	3.67		553.69	46.14
Ryan Doe	108	Kaiser Permanente EE Only	Salary	178.00	6,583.33	2.70 %				0.00	0.00
Fred Flintstone	122	Kaiser Permanente EE Only	Salary	178.00	6,000.00	2.97 %				0.00	0.00
Mark Jones	110	Blue Cross Blue Shield EE Only	Hourly	230.00	2,340.00	9.83 %	Exceeds 9.66%	0.32		47.47	3.96
Karen aa Kelly	124	Kaiser Permanente EE Only	Hourly	178.00	3,250.00	5.48 %				0.00	0.00
Mark Lindroth	116	Kaiser Permanente EE Only	Salary	178.00	6,866.69	2.59 %				0.00	0.00
Lisa Loeb	125	Kaiser Permanente EE Only	Salary	178.00	5,416.67	3.29 %				0.00	0.00
Sparks Marken	10002	Kaiser Permanente EE Only	Salary	178.00	5,265.00	3.38 %				0.00	0.00
Kevin Panda	10007	Kaiser Permanente EE Only	Hourly	178.00	1,365.00	13.04 %	Exceeds 9.66%	3.67		553.69	46.14
John Q Public	130	Kaiser Permanente EE Only	Salary	178.00	2,500.00	7.12 %				0.00	0.00
Joe Rockhead	10006	Kaiser Permanente EE Only	Salary	178.00	4,000.00	4.45 %				0.00	0.00
Barney Rubble	113	Kaiser Permanente EE Only	Salary	178.00	4,333.33	4.11 %				0.00	0.00
Anvil Samson	129	Kaiser Permanente EE Only	Hourly	178.00	4,687.32	3.80 %				0.00	0.00
Betty Shepard	3	Kaiser Permanente EE Only	Salary	178.00	3,500.00	5.09 %				0.00	0.00
Wilma Pebbles Slaghoople	10005	Kaiser Permanente EE Only	Salary	178.00	2,166.67	8.22 %				0.00	0.00
John aa Smith	1	Kaiser Permanente EE Only	Salary	178.00	2,392.00	7.44 %				0.00	0.00
Mary Smith	127	Kaiser Permanente EE Only	Salary	178.00	3,749.98	4.75 %				0.00	0.00
Ed Sullystone	111	Kaiser Permanente EE Only	Hourly	178.00	2,860.00	6.22 %				0.00	0.00
Joe aa Terrone	109	Kaiser Permanente EE Only	Salary	178.00	2,329.60	7.64 %				0.00	0.00
Steve Williams	104	Blue Cross Blue Shield EE Only	Salary	230.00	2,028.00	11.34 %	Exceeds 9.66%		4,235.43	409.14	34.10
Todd Wilson	10003	Kaiser Permanente EE Only	Salary Non-Exempt	178.00	1,733.33	10.27 %	Exceeds 9.66%		1,311.80	126.72	10.56
Number of employees above affordable threshold:						8		19.33	5,547.23	3,448.36	287.36

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	<u>Annual</u>	<u>Monthly</u>
Total Increase in Wages to Comply:	8,059.73	671.64
Total Reduction in Employee Benefit Cost to Comply:	3,448.36	287.36
Potential Maximum Penalty for Non-Compliance:	24,000.00	

IMPORTANT NOTE: This report assesses your group health plan's affordability based on current rates of pay and the employee-only lowest cost option and is therefore only an estimate.

- 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 if the rate of pay remained the same.
- 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.