

Client ID: AM

As of Date: 5/27/2016

Client: Arletta My Partner, Inc.

Companies: Arletta My Partner, Inc

Report Generated on: 5/27/2016 10:43:15 AM

### Affordable Safe Harbor Determination Method: Current Year 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 W-2 Wage	Benefit %	Compliance Exception	Approximate Annual Increase in Wage To Comply	Approximate Annual Reduction in Cost To Comply
Adam Abernathy	1236	BCBS Basic EE	Hourly	1,125.00	26,355.49	4.27 %			0.00
Maria Mary Marie	1238	BCBS PPO EE	Salary	2,400.00	11,538.48	<b>20.80 %</b>	<b>Exceeds 9.66%</b>	13,306.24	1,285.38
Jordan Mills	1235	BCBS Basic EE	Hourly	1,000.00	18,571.09	5.38 %			0.00
Christine Smith	1210	BCBS Basic EE	Hourly	1,000.00	31,601.82	3.16 %			0.00
Christine Smith	1237	BCBS Basic EE	Hourly	1,000.00	0.00	0.00 %			0.00



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## ACA SAFE HARBOR AFFORDABILITY-W-2 WAGES

As of Date: 5/27/2016

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## Employee Category: Ongoing Employee

Employee Name	Employee Number	Benefit Plan Lowest Cost Option	Pay Type	Annual EE Cost Of Benefit	Current Year W-2 Wage	Benefit %	Compliance Exception	Approximate	Approximate
								Annual Increase in Wage To Comply	Annual Reduction in Cost To Comply
Mark L Adams	1205	BCBS Basic EE	Hourly	1,500.00	91,637.90	1.64 %			0.00
Mary P Adams	1211	BCBS Basic EE	Hourly	1,500.00	37,434.33	4.01 %			0.00
Armando Baldino	1230	BCBS Basic EE	Hourly	1,500.00	18,911.08	7.93 %			0.00
Caprice C Bennett	1222	BCBS PPO EE	Salary	4,800.00	75,735.41	6.34 %			0.00
Mills Cole	1234	BCBS Basic EE	Hourly	1,375.00	47,249.54	2.91 %			0.00
Robert H Crandall	1218	BCBS PPO EE	Salary	4,800.00	29,221.90	16.43 %	Exceeds 9.66%	20,467.54	1,977.16
Daniel C Cravens	1227	BCBS Basic EE	Hourly	1,500.00	20,334.84	7.38 %			0.00
Eric P Curl	1231	BCBS PPO EE	Salary	4,800.00	25,957.70	18.49 %	Exceeds 9.66%	23,731.74	2,292.49
Sammy D Davis	1229	BCBS Basic EE	Hourly	1,500.00	20,832.17	7.20 %			0.00
John Doe	1233	BCBS Basic EE	Salary Non-Exempt	1,500.00	13,985.57	10.73 %	Exceeds 9.66%	1,542.38	148.99
Jose Garcia Gonzalez	1213	BCBS PPO EE	Salary	4,800.00	18,006.26	26.66 %	Exceeds 9.66%	31,683.18	3,060.59
Nanette Gurney	1226	BCBS Basic EE	Hourly	1,500.00	24,733.68	6.06 %			0.00
Isha M Jha	1225	BCBS Basic EE	Hourly	1,500.00	11,931.66	12.57 %	Exceeds 9.66%	3,596.29	347.40
Amy Leopold	1204	BCBS Basic EE	Hourly	1,500.00	14,997.58	10.00 %	Exceeds 9.66%	530.37	51.23
Heather Leopold	1206	BCBS Basic EE	Hourly	1,500.00	13,684.84	10.96 %	Exceeds 9.66%	1,843.11	178.04
Jerry L Lewis	1201	BCBS PPO EE	Salary	4,800.00	31,775.28	15.11 %	Exceeds 9.66%	17,914.16	1,730.51
Mildred C Lewis	1202	BCBS PPO EE	Salary	4,800.00	11,233.80	42.73 %	Exceeds 9.66%	38,455.64	3,714.81
Debbie Lindsay	1220	BCBS Basic EE	Hourly	1,500.00	30,858.90	4.86 %			0.00
Mitch Lindsay	1221	BCBS Basic EE	Hourly	1,500.00	35,323.36	4.25 %			0.00
Mario Lopez	1223	BCBS Basic EE	Hourly	1,500.00	48,170.44	3.11 %			0.00
Carla A Markert	1216	BCBS Basic EE	Hourly	1,500.00	46,838.22	3.20 %			0.00
Dean Martino	1228	BCBS Basic EE	Hourly	1,500.00	27,644.48	5.43 %			0.00
Amy L Masters	1214	BCBS Basic EE	Hourly	1,500.00	24,095.33	6.23 %			0.00
Heather A Matthews	1215	BCBS PPO EE	Salary	4,800.00	24,000.05	20.00 %	Exceeds 9.66%	25,689.39	2,481.60
Bobby J McAlister	1203	BCBS PPO EE	Salary	4,800.00	23,926.08	20.06 %	Exceeds 9.66%	25,763.36	2,488.74
Deepka Y Rajurs	1212	BCBS Basic EE	Hourly	1,500.00	27,081.60	5.54 %			0.00
Dennis A Scottbey	1224	BCBS Basic EE	Hourly	1,500.00	31,169.06	4.81 %			0.00
Linda A Siegel	1209	BCBS Basic EE	Hourly	1,500.00	40,853.14	3.67 %			0.00
Jane Smith	1232	BCBS PPO EE	Salary	4,800.00	30,000.00	16.00 %	Exceeds 9.66%	19,689.44	1,902.00
John R Smith	1217	BCBS PPO EE	Salary	4,800.00	20,477.11	23.44 %	Exceeds 9.66%	29,212.33	2,821.91
Number of employees above affordable threshold:						14		253,425.18	24,480.87

	<u>Annual</u>
<b>Total Increase in Wages to Comply:</b>	<b>253,425.18</b>
<b>Total Reduction in Employee Benefit Cost to Comply:</b>	<b>24,480.87</b>
<b>Potential Maximum Penalty for Non-Compliance:</b>	<b>45,360.00</b>

**IMPORTANT NOTE:** This report assesses your group health plan's affordability based on most recently available W-2 box 1 wages and the employee-only lowest cost option and is therefore only an estimate. The true test of affordability will occur during the applicable tax year when the rates of pay and employee-only lowest cost option may be different.

- 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 applicable safe harbor 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 applicable safe harbor threshold obtained subsidized coverage through the Health Insurance Marketplace (Exchange) for all 12 months of the applicable tax year.