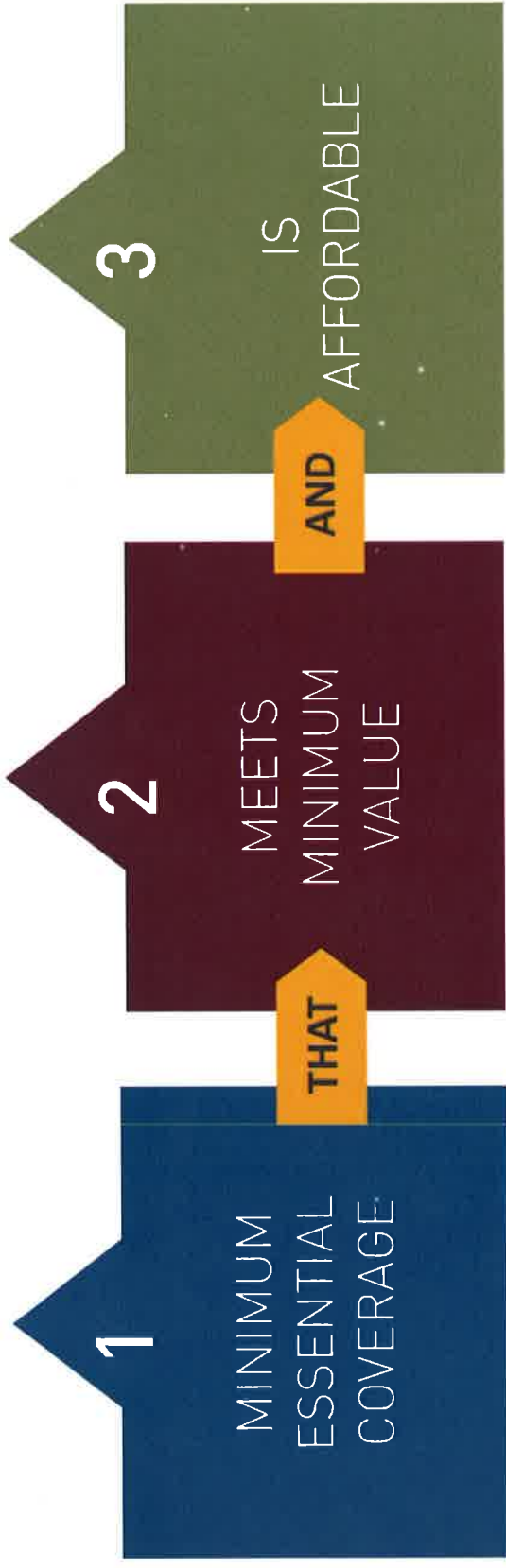


# THE 'THREE PART TEST' FOR EMPLOYEES

If an employee is offered health insurance through their employer that is:



Then the individual is **ineligible** for a premium tax credit through the exchanges and no penalty can be assessed on the employer

# WHAT IS MINIMUM ESSENTIAL COVERAGE?

1

MINIMUM  
ESSENTIAL  
COVERAGE

=

coverage that meets  
certain HHS-designated  
minimum requirements,  
and does not include  
limited plans such as  
stand-alone vision

# WHAT IS MINIMUM VALUE?

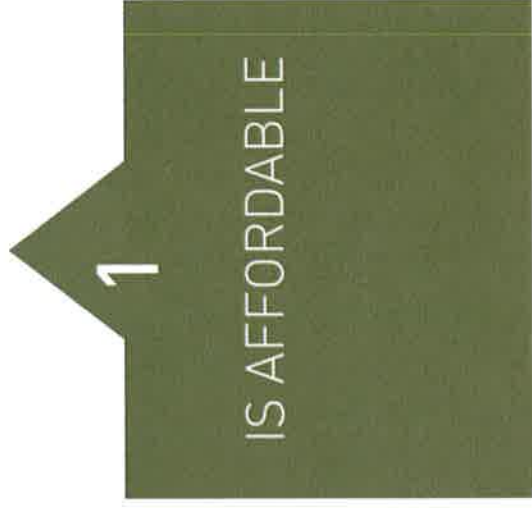
1

MINIMUM  
VALUE

=

The Plan's share of the total allowed cost of benefits provided to an employee (the minimum value percentage) is at least 60%.

# WHAT IS AFFORDABLE COVERAGE?



Employee's cost of coverage is  
9.5% or less of the cost of the  
lowest self-only coverage  
using any 1 of 3 available  
Safe Harbor tests

**Important Note: wellness surcharge rates must be considered!!**

# SAFE HARBOR TESTS

