

# EMPLOYER MANDATE PENALTY STRUCTURE FOR 2015

COVERAGE OFFERED BY EMPLOYER	ANNUAL PENALTY IMPACT
Affordable/MV Plan offered to <u>all</u> FT employees (and dependents) “safe offer”	No Penalty
<i>If safe offer <u>not</u> made and at least one FT employee enrolls for Exchange subsidy, amount of penalty depends on coverage offered</i>	
Eligible Plan <u>not</u> offered to >70% of FT employees (and dependents) “subsection (a) penalty”	\$2,000 X <u>all</u> FT employees minus 80
Eligible Plan <u>is</u> offered to > 70% of FT employees <u>but coverage is not affordable or does not provide minimum value</u> “subsection (b) penalty”	\$3,000 X FT employees with tax subsidy credits - not to exceed subsection (a) amount

(These penalties only apply in 2015 to employers with 100 or more FTE)