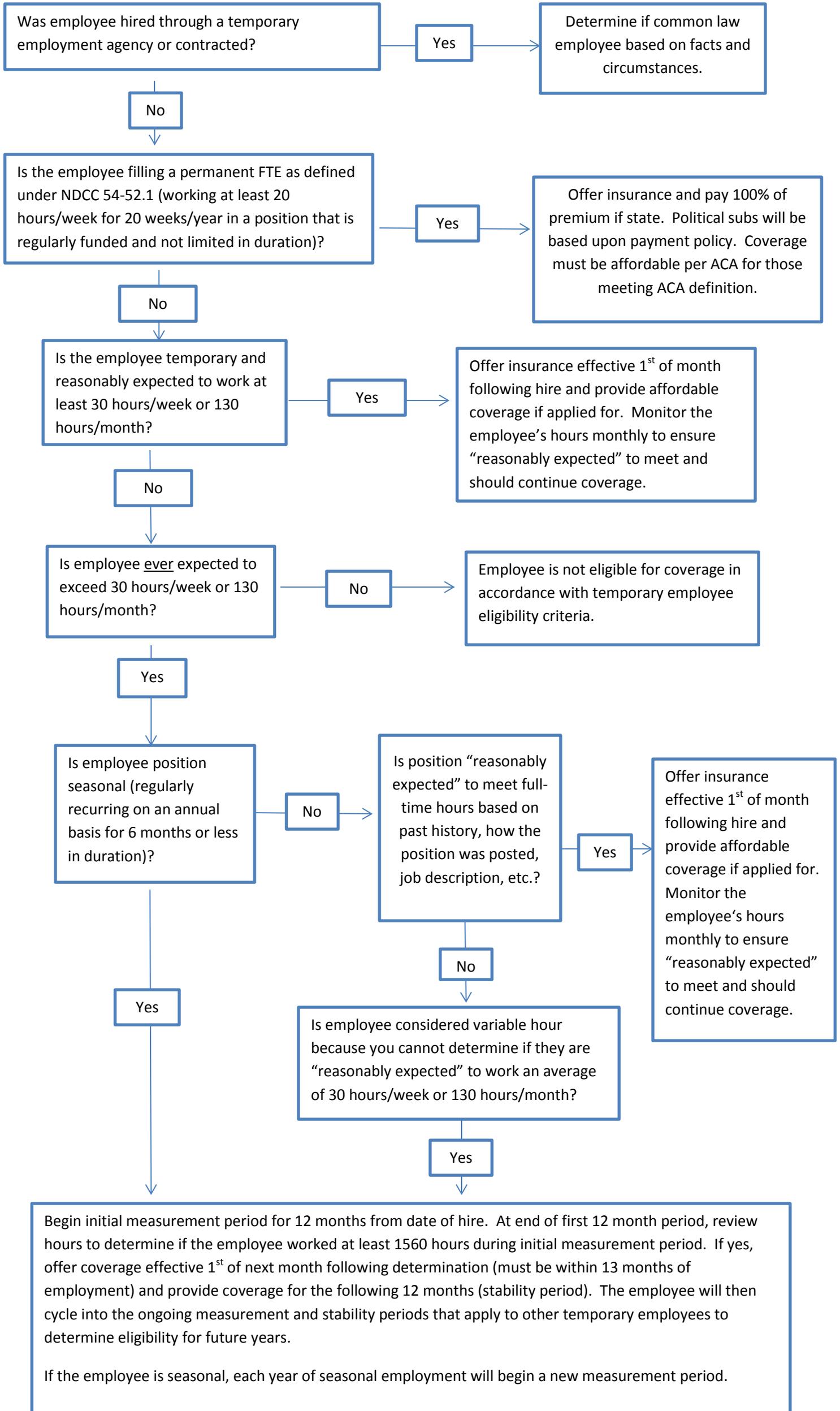


New Employee – Affordable Care Act Decision Chart

Revised 9/24/14



Begin initial measurement period for 12 months from date of hire. At end of first 12 month period, review hours to determine if the employee worked at least 1560 hours during initial measurement period. If yes, offer coverage effective 1st of next month following determination (must be within 13 months of employment) and provide coverage for the following 12 months (stability period). The employee will then cycle into the ongoing measurement and stability periods that apply to other temporary employees to determine eligibility for future years.

If the employee is seasonal, each year of seasonal employment will begin a new measurement period.