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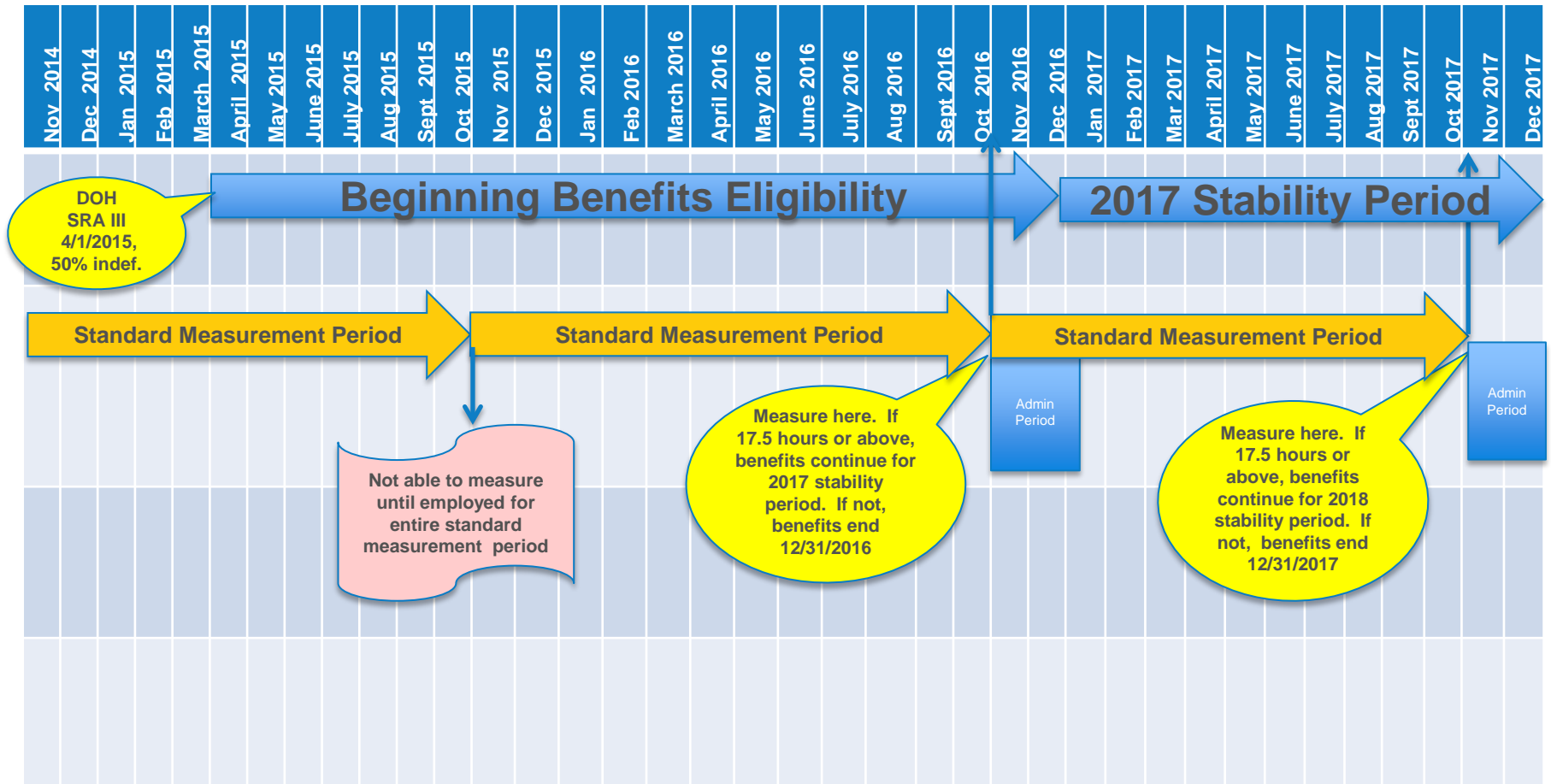
TOM BROZE
831 760-0436

UC ACA Mini-Series, Employer Shared Responsibility 'Eligibility Scenarios'



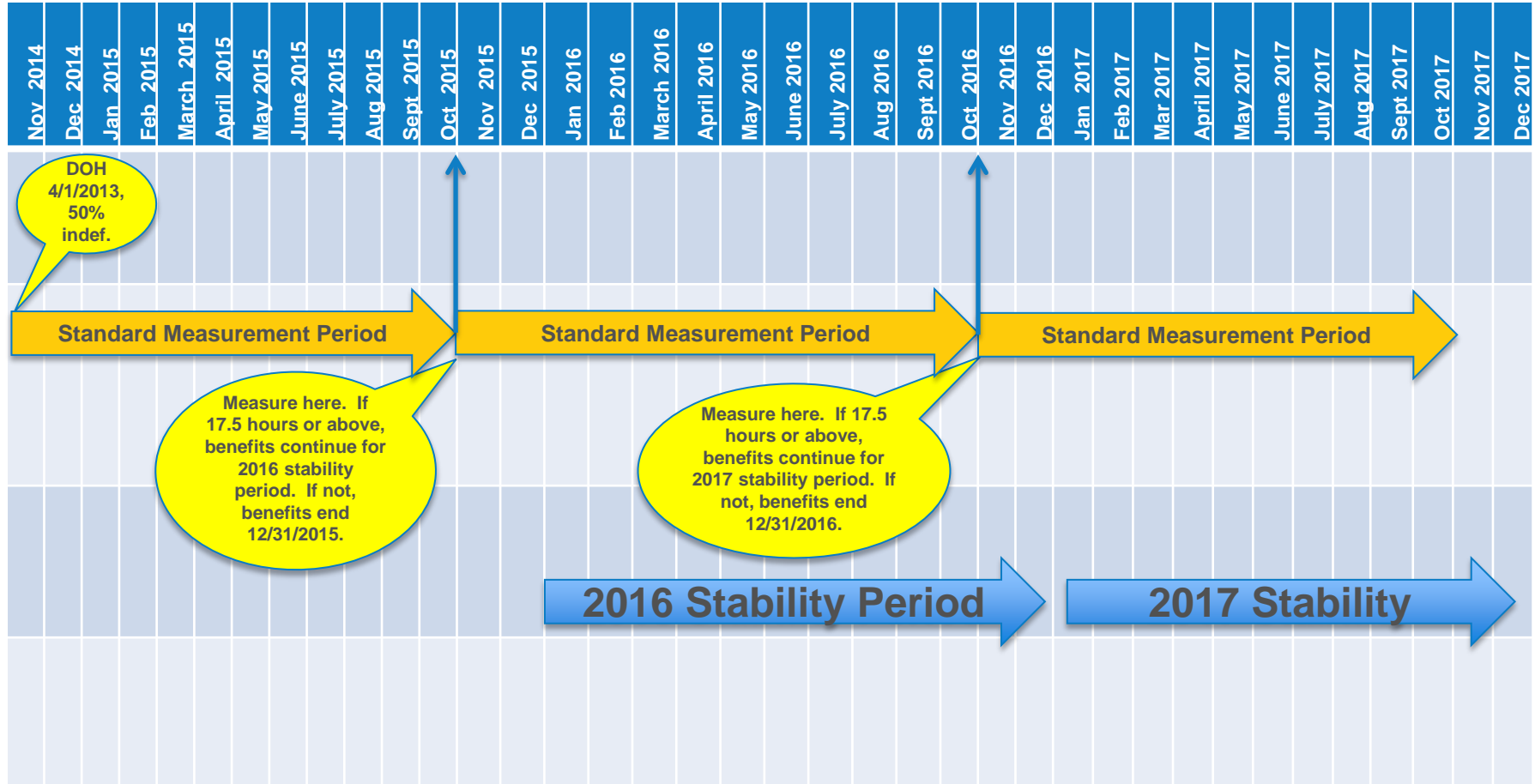
Initial Eligibility – Applies to Groups A & B

If eligibility is awarded on Date of Hire, eligibility continues through Dec 31st of the year following the first complete ‘Standard Measurement Period’. We are calling this the ‘Beginning Benefits Eligibility’ period.



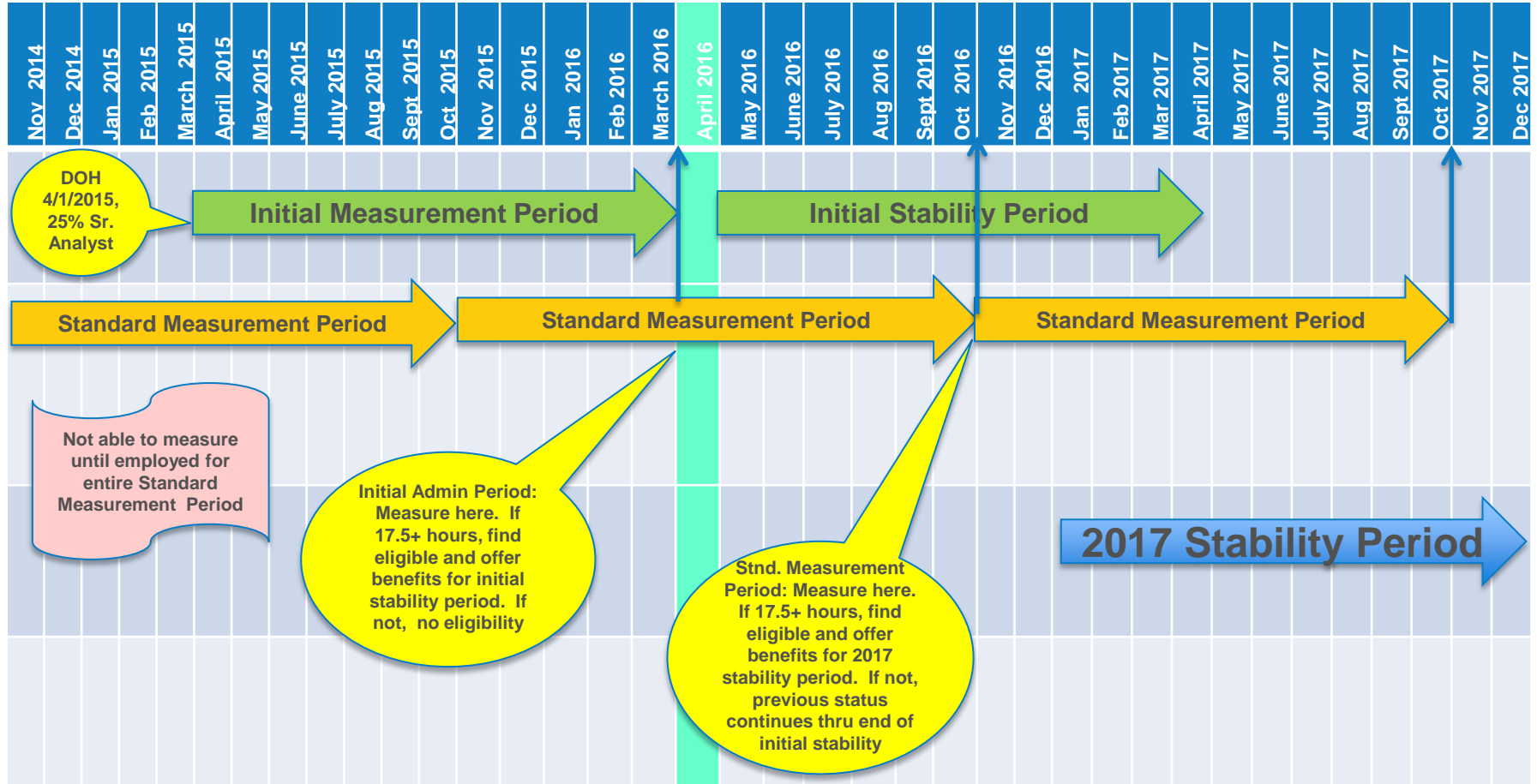
Continuing Eligibility – Applies to Groups A & B

Continuing eligibility will be based on the average weekly hours of service worked during a ‘Standard Measurement Period’. UC will ‘**Look-Back**’ and measure the average weekly hours of service annually after an employee completes a full Standard Measurement Period.



Not Eligible on Date of Hire – Applies to Groups A & B

Employees with appointments that do not meet the Initial Eligibility requirements will be assigned a BELI 5 and will be measured for eligibility 1 year after their date of hire, this is their Initial Measurement Period. If they continue to be not eligible they will be measured again at the end of the first full standard Measurement Period.



Employees In Group B – 2014/2015 Measurement Period

Employees in Group B may become eligible for benefits for the first time starting Jan 1, 2016. Eligibility for 2016 will be based on the average weekly hours of service worked during the 2014/2015 'Standard Measurement Period'. UC will **'Look-Back'** and measure the average weekly hours for all that are employed for the full 2014/2015 Standard Measurement Period and award eligibility if hours meet the threshold of 30 or more.

