

# EMPLOYER PENALTIES EXAMPLE



**1,200 Employees**

**“NOT AFFORDABLE”  
COVERAGE**

## Trigger

250 employees receive subsidies and purchase on the exchange

## Penalty

Will be the lesser cost of:

- \$2,000 for each employee, minus the first 30; or
- \$3,000 for each employee who receives a subsidy

Penalty is the lesser of:

$$1,170 \times \$2,000 = \$2,340,000$$

1,200 employees minus first 30 per employee

OR

$$250 \times \$3,000 = \$750,000$$

employees receiving subsidy per employee

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