



What Is ATNE and How Does it Work?

Recently we have received numerous questions about Average Total Number of Employees or ATNE and how it relates to employer groups.

ATNE is the method by which the state of PA will define group size under the Affordable Care Act. Any individual for whom the company issues a W-2 (including full-time, part-time and seasonal employees) is counted in the calculation of ATNE. The average number of employees throughout a 12 month period will determine market segment.

Example ATNE Calculations

The group in the example below is considered a small group because their average total number of employees is 21.

Month	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total	Average (total/12)
Full Time	15	14	14	15	14	15	16	16	15	14	14	14		
Part Time	5	6	5	5	6	6	7	7	5	5	5	5		
Seasonal	0	0	0	0	0	2	3	3	2	0	0	0		
Total	20	20	19	20	20	23	26	26	22	19	19	19	253	21

Although at first glance, the group in the next example (below) may appear to be a small group, when the ATNE calculation is completed their average total number of employees is 52 and therefore they are **not** considered a small group.

Month	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total	Average (total/12)
Full Time	19	19	20	20	20	23	23	23	23	19	19	19		
Part Time	26	26	27	27	27	27	27	27	27	27	27	25		
Seasonal	0	0	0	0	12	12	13	13	12	0	0	0		
Total	45	45	47	47	59	62	63	63	62	46	46	44	629	52

Participation requirements are still based only on full-time eligible employees but the above calculation determines the quoting process, rating methodology and portfolio of products available to you from the carriers.