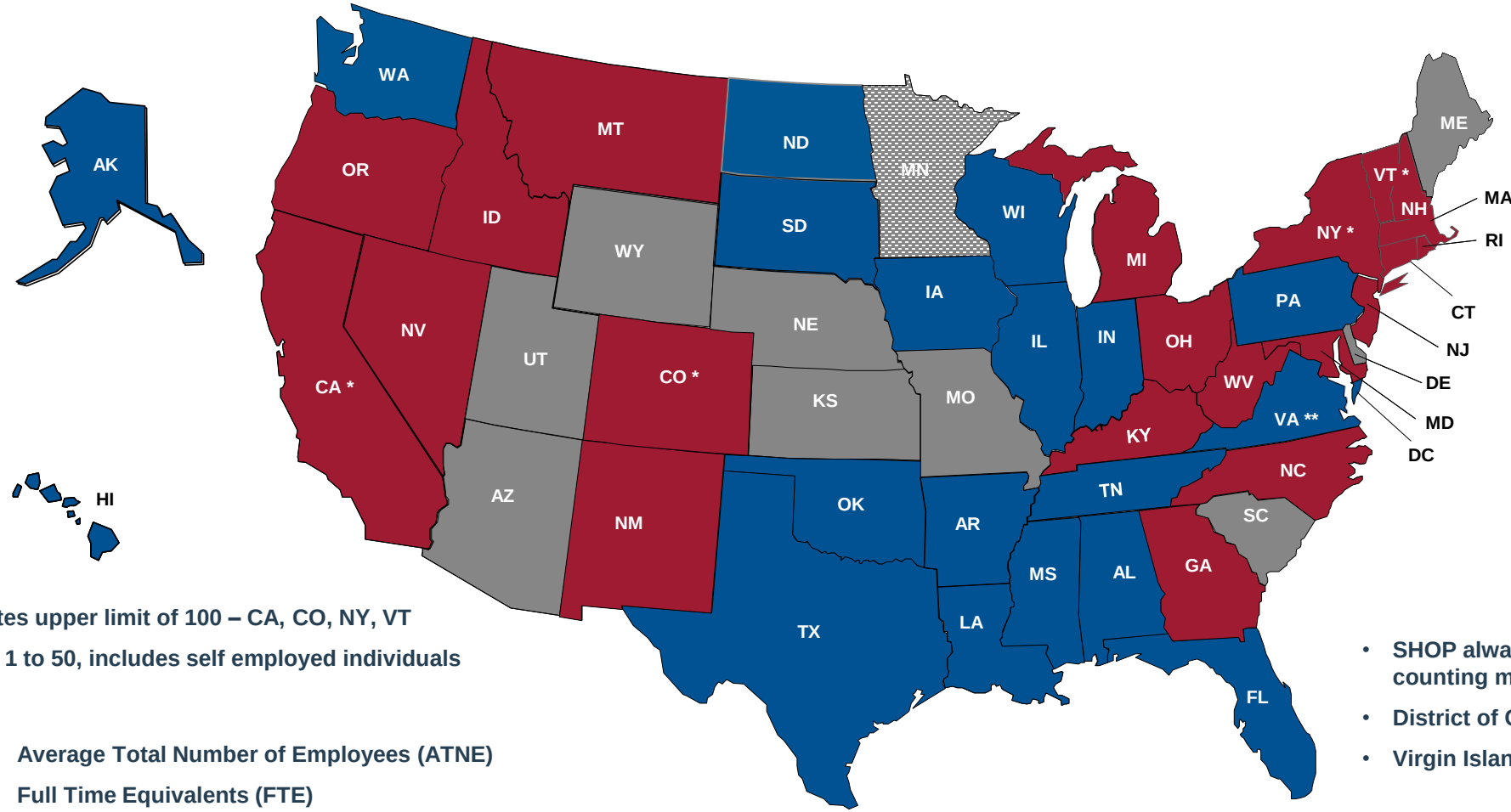
2025 small group redefinition state counting methodology

Small group is 1 to 50 except for CA, CO, NY and VT (1 to 100)



* Denotes upper limit of 100 – CA, CO, NY, VT

** VA is 1 to 50, includes self employed individuals

- Average Total Number of Employees (ATNE)
- Full Time Equivalents (FTE)
- Eligibles
- MN – Regular Full Time Workers based on 20+/hours/week (excludes temp and seasonal workers)

- SHOP always uses FTE, regardless of group counting methodology
- District of Columbia (DC) is ATNE
- Virgin Islands are eligible

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