



Health Compliance

Benefits Import XML File Specification

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Health Compliance Benefits Import XML File Specification

Overview

This document provides the specifications to successfully load medical benefits data for your active employees into ADP Health Compliance.

Benefits Data for Eligibility and Affordability

The ADP Health Compliance system uses the data received on the Benefit files for determining whether an ACA full-time employee has been offered affordable coverage.

Medical benefits data is used to determine any potential penalties that might be incurred.

An employer may be subject to the Affordable Care Act (ACA) penalties if they do not meet certain thresholds related to benefit eligibility and affordability.

For every qualifying event (Annual Enrollment, Marriage, Birth of Child, etc.), benefits data must include medical plans offered and changes to elections and the dependents impacted.

Non-medical plans like dental and vision should NOT be included on the file.

Benefits Interface

Initial File

The Initial file must include benefits history dating back to the beginning of the plan year, that starts with the Annual Enrollment event. Subsequent enrollment changes (adding or dropping dependents, addition of new hires) must be included on the ongoing file. Every change for an employee should be included and ordered chronologically by event.

Enrollments

Annual Open Enrollment

For an upcoming benefit plan year, the trigger of the Annual Enrollment event and the related benefit data for all employees are to be sent on a file.

The open enrollment information that includes plans offered for all eligible employees as well as coverage elections or waivers need to be sent on the file.

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Enrollment data for each new plan year must have coverage start and end dates that are within the new benefit plan year.

Offers and elections for the new plan year should reflect dates that fall within the plan year, as benefit data from one plan year does not extend to the next.

Passive Enrollment

If your business practice allows passive enrollments, the open enrollment benefit data for these passive offers and elections need to be explicitly sent on the file every year.

Ongoing File and Frequency

The medical benefits data and changes that occur throughout the plan year are required by the ADP Health Compliance system.

ADP recommends the ongoing file be a change only file.

ADP expects that the ongoing file will be sent weekly but a monthly submission at a minimum.

ADP recommends including all changes on the ongoing file for at least one month (from the date the status is keyed into the Benefits system) before dropping the record from the ongoing file.

File Transfer to ADP

To set up a secure file transfer to ADP, please reference the **File Transmission Guide** provided by your ADP representative.

File Naming Requirements

File Type	Filename
	where COID is the unique 16-character Organization ID and NetSecureID is the unique ID assigned by ADP
Test File with non-Production data	TEST _COID_NETSECUREID_BENEFITSIMPORT_YYYYMMDD_HHMMSS.XML Example: TEST_0R8JLMSFMN04078L_XYZNSID_BENEFITSIMPORT_20210928_112030.XML
Production file with Production data	COID_NETSECUREID_BENEFITSIMPORT_YYYYMMDD_HHMMSS.XML Example: 0R8JLMSFMN04078L_XYZNSID_BENEFITSIMPORT_20210928_112030.XML

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Sort Order

Records for an employee should be included together and ordered chronologically by Eligibility Event Date.

Benefits data

Requirements for an employee to be included in the Benefits data

- Qualifying Events with offered eligible medical plans
- Coverage selected with dependents or a waiver of coverage

Qualifying Events requirements

Examples of Qualifying Life Events, Work Events, or System Events, including but not limited to:

- An opportunity to enroll or change election in a medical plan. (Annual Enrollment, Marriage, Birth of Child, etc.)
- A change in any of the medical plans (plan costs, etc.)
- A change in coverage
- A change in eligibility (new hires, terminations, eligible to enroll in different plans or loss of eligibility)
- A change in dependent coverage (e.g., termination, dependent age out, loss of eligibility, birth of dependent, marital status).

Qualifying events that are to be included:

A qualifying event for an employee that triggers a change in eligibility or coverage, should include a benefit offer with eligible medical plans.

A benefit eligible employee should have at least one event for every benefit plan year, as part of annual enrollment or as a new hire.

An employee can have multiple qualifying events over the benefit plan year.

Qualifying events that are not to be included:

If an event does not lead to a change in medical plan eligibility or a change in coverage of active employees or their dependents, it should not be sent on the file.

Changes in eligibility or coverage by non-medical plans must not be included.

Effective Date of Offers:

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Offers do not have an explicit end date. They end on their plan year end date unless superseded by a later offer. The effective date of an offer is the coverage start date unless it is empty then it is the event date. If two offers have the same effective date, the one with the later transaction timestamp takes precedence.

Offered Eligible Plan requirements

Offered eligible medical plans to be included:

The benefits offer for a qualifying event should include every eligible medical plan offered at the employee-only coverage level, as separate records for each plan.

If every plan at the employee-only coverage level cannot be included, then at a minimum, the lowest cost employee-only coverage level plan that meets minimum essential coverage, and minimum value and has dependent coverage should be included.

Offered eligible medical plans not to be included:

Non-medical plans like dental and vision must NOT be included on the file.

Attestations for Medical requirements

Attestations for medical plans to be included

A medical plan is qualified as meeting values via plan attestations.

These attestations are set at a plan level and must be the same across all coverage levels/tiers of that plan, and include:

- Minimum Essential Coverage (MEC)
- Minimum Value Plan (MVP)
- Spousal & Dependent Coverage
- Self-Insured or Fully Insured.

Once a plan has been processed, the updates to attestations are managed within the Health Compliance Product

Coverage Effective Dates

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A participant's coverage may have multiple segments. If the last segment does not have an explicit coverage end date, it will be treated as 12/31/9999.

A participant's coverage cannot begin before the plan year start date and effectively ends at the plan year end date.

A dependent's coverage must be entirely within the corresponding segment of the participant's coverage.

Coverage with Dependents or Waiver of Coverage requirements

Coverage with Dependents or Waiver of Coverage to be included:

When an employee and/or dependent has a change in coverage, the selected plan is sent with coverage start and end dates.

The dependents impacted are sent with their coverage dates.

Though the absence of a coverage record is treated as an implicit waive; ADP recommends sending the explicit coverage waived record

Benefits Data File Requirements and Samples

Format

The ADP Health Compliance system will accept Benefits data in either a pipe (|) delimited or XML format. XML format will be covered in this document.

File Elements

Each File Element has a starting and ending tag.

<u>Element</u>	<u>Element Tag</u>	<u>Element Description</u>
Header Record	<ACAHeader>	Used to identify the client.
Employee Indicative Data	<EmployeeBenefits>	Used to identify the employee with a unique ID and name
Event Offering Data	<Offer>	Used to identify the Qualifying Event that triggers an Offer, identified by a unique ID and date
Benefits Offer Data	<Plan>	Used to identify the Eligible Plans on the offer
Benefits Coverage Data	<SelectedCoverage>	Used to identify the Medical Plan selected or waived on the offer
Dependent Coverage Data	<DependentCoverage>	Used to identify the Dependents covered on the plan
Dependent Indicative Data	<Dependent>	Used to identify the Dependent
Footer Record	<ACAFooter>	Used to identify the number of employees on the file

Detailed Structure of a Benefit Record for an Employee

A Benefit record set for a qualifying event may include an offer with plans and the plan selected with coverage dates and dependents covered.

If the employee experiences multiple qualifying events, they can have multiple sets of benefit records.

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Benefit XML Record Element Set for One employee

```
<?xml version="1.0" encoding="utf-8"?>
<ACAEnvelope>
  <ACAHeader>
    <!-- Client Metadata -->
  </ACAHeader>
  <ACABody>
    <EmployeeBenefits>
      <!-- Employee indicative data -->
      <Offer>
        <!-- Offer Metadata -->
        <Plan>
          <!-- Medical plan offer 1 data -->
        </Plan>
        <Plan>
          <!-- Medical plan offer 2 data -->
        </Plan>
      </Offer>
      <SelectedCoverage>
        <!-- Employee medical plan election data -->
        <DependentCoverage>
          <!-- Dependent coverage 1 metadata -->
        </DependentCoverage>
        <DependentCoverage>
          <!-- Dependent coverage 2 metadata -->
        </DependentCoverage>
      </SelectedCoverage>
      <Dependent>
        <!--Dependent indicative 1 data -->
      </Dependent>
      <Dependent>
        <!--Dependent indicative 2 data -->
      </Dependent>
    </EmployeeBenefits>
  </ACABody>
  <ACAFooter>
    <!-- End-file Metadata -->
  </ACAFooter>
</ACAEnvelope>
```

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Detailed Structure of an Employee’s Selected Benefit Record with Example File Entry

File Structure: <pre><EmployeeBenefits> <!-- Employee indicative data --> Identifies the employee <Offer> <!-- Offer Metadata --> Qualifying Event that triggers an Offer <Plan> <!-- Medical plan offer 1 data --> Eligible Plan A </Plan> <Plan> <!-- Medical plan offer 2 data --> Eligible Plan B </Plan> </Offer> <SelectedCoverage> <!-- Employee medical plan election data --> Coverage Election (selected Plan or Waive) <DependentCoverage> <!-- Dependent coverage 1 metadata -->Dependent D1 Coverage </DependentCoverage> <DependentCoverage> <!-- Dependent coverage 2 metadata --> Dependent D2 Coverage </DependentCoverage> </SelectedCoverage> <Dependent> <!--Dependent indicative 1 data --> Dependent D1 identifying information </Dependent> <Dependent> <!--Dependent indicative 2 data --> Dependent 2 identifying information </Dependent> </EmployeeBenefits></pre>	Example Description: A new hire employee receives an offer and selects coverage (Employee Only) and No dependents Example File Entry: <pre><EmployeeBenefits> <EmployeeID>000001</EmployeeID> <SSN>900990001</SSN> <FirstName>MICHAEL</FirstName> <MiddleName></MiddleName> <LastName>MYERS</LastName> <Gender>M</Gender> <DOB>10/25/1978</DOB> <Offer> <EventReason>NEW HIRE</EventReason> <EventDate>03/01/2023</EventDate> <CoverageStartDate>04/01/2023</CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>03/01/2023 08:00:00.000000 AM</TransactionDate> <Plan> <PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured></pre>
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Eligible Plans on the offer can be sent in 3 possible ways, whichever is easier: (a) Only include the lowest cost EE only plan offered <i>(minimum and recommended option)</i> Plan A EE only with attestations for Plan A as the lowest cost MEC, MVP & Dependent coverage plan. (b) Include just the EE only plans OR Plan A EE only with attestations for Plan A Plan B EE only with attestations for Plan B (c) include all plans Plan A EE only with attestations for Plan A Plan A EE+Spouse with attestations for Plan A Plan A EE+Family with attestations for Plan A Plan B EE only with attestations for Plan B Plan B EE_family with attestations for Plan B	<pre><BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>10.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer> <SelectedCoverage> <EventReason>NEW HIRE</EventReason> <EventDate>03/01/2023</EventDate> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <CoverageStartDate>04/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> <WaivedCoverage>N</WaivedCoverage> <WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>03/01/2023 08:00:00.000000 AM</TransactionDate> </SelectedCoverage> </EmployeeBenefits></pre>
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File Element Descriptions

Header Record (required)

The Header Record element <ACAHeader> contains client metadata used by the ADP Health Compliance system to identify the source of the file.

Element	Description	Req?	Length*	Example
COID	Unique 16 character COID assigned by ADP (included in the transmission summary document)	Y	16	2FA6CFC739A34284
ClientId	The NetSecure ID assigned by ADP.	N	16	COMPABC
ClientName	Company Name. Client defined value.	N	50	Company ABC
SourceSystem	The name of the system the data is being sent from (examples: SAP, PeopleSoft, Enterprise).	N	100	PeopleSoft
SourceSystemVersion	Name or Version of the source system.	N	100	9.2
SpecVersion	The version of the file spec the extract was coded to.	N	50	3.0
Environment	Source of the data in the file; “Production” or “Test” environment.	N	10	Production
ContactName	Name or UserID of the system or person who ran the export.	N	50	

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Employee Indicative Data (required)

The Employee Indicative Data element <EmployeeBenefits> contains indicative employee data as well as applicable medical plan offerings, selected coverage, and dependent indicative information.

Element	Description	Req?	Length*	Example
EmployeeID	The Employee ID assigned to the employee by the client system of record. If records are matched to HR data using this value, the employee ID needs to be the same value sent from the client’s HR and Payroll systems. Client defined value.	N	40	
SSN	The social security number of the employee.	Y	11	Format: XXXXXXXXXX (Preferred) Or XXX-XX-XXXX
FirstName	The first name of the employee.	Y	50	Benedict
MiddleName	The middle name of the employee.	N	50	Timothy
LastName	The last name of the employee.	Y	50	Cumberbatch
Gender	The gender of the employee.	N	1	M = Male F = Female U = Unknown
DOB	The date of birth of the employee.	Y	10	07/19/1976 MM/DD/YYYY

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Event Offering Data (conditionally required)

The Event Offering Data element <Offer> is required when an employee experiences any change in eligibility or is provided an opportunity to enroll in an ACA related medical plan. These changes are typically associated with, but are not limited to: Qualifying Life Event (QLE), Work Event, or System Event.

At a minimum, a new <Offer> record must be provided for all eligible employees at the beginning of the benefit plan year (this applies to passive and active Annual Enrollments). ADP Health Compliance assumes eligibility does not extend beyond the <PlanYearEndDate> passed in the <Offer> record.

*Offers are matched in the Health Compliance system by Event Reason and Event Date. If order to correct data for a previously loaded event, the same Event Reason and Event Date should be sent, with the correct plans available to the employee, so that the previously loaded data will be overwritten by the new file.

* Elements marked with a red asterisk become optional in the case of a loss of eligibility.

Element	Description	Req?	Length*	Example
EventReason*	The reason for the event. Client defined value.	Y	50	Annual Enrollment
EventDate*	The date of the event. This should be the date which triggered the offer or change in eligibility.	Y	10	Format: MM/DD/YYYY Example: 01/01/2018
OpportunityToEnrollStartDate	For events with a window duration, the duration start date.	N	10	Format: MM/DD/YYYY Example: 10/15/2017
OpportunityToEnrollEndDate	For events with a window duration, the duration end date.	N	10	Format: MM/DD/YYYY Example: 10/31/2017

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Element	Description	Req?	Length*	Example
CoverageStartDate*	The date coverage would become effective if elected. The date passed should be the most recent effective date of the change (price, coverage tiers, etc.). If no change occurs from plan year to plan year, this value must be the new plan year start date. If the Coverage Start Date varies by plan, this should be the Coverage Start Date for the lowest cost, employee only coverage that meets the MEC and MVP attestations. This date cannot be prior to the event date and must be within the PlanYearStartDate and PlanYearEndDate, inclusive.	Y	10	Format: MM/DD/YYYY Example: 01/01/2018
OfferMethod	The method in which the offer was made to the employee.	N	50	Electronic
PlanYearStartDate*	Represents the first day of the plan year in which the <CoverageStartDate> falls. This information is used by ADP Health Compliance in affordability and IRS reporting. Not required in the case of a loss of eligibility.	Y	10	Format: MM/DD/YYYY Example: 01/01/2018
PlanYearEndDate*	Represents the last day of the plan year in which the <CoverageStartDate> falls. This information is used by ADP Health Compliance in affordability and IRS reporting. The benefit plan year dates need to be provided for all records with the exception of a loss of eligibility. Missing or inaccurate plan year dates will result in IRS Reporting inaccuracies for all or part of an employer's population.	Y	10	Format: MM/DD/YYYY Example: 12/31/2018
TransactionDate	The timestamp of which the offer was created in the system of record. This element is used to determine which event takes precedence if there are two or more events that occur on the same day for an employee.	N	29	Format: MM/DD/YYYY HH:MM:SS.SSSSSS AM/PM Example: 10/20/2017 02:11:24.158000 PM

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Benefits Offer Data (conditionally required)

The Benefits Offer Data element <Plan> is required whenever the parent <Offer> element exists (excluding loss of eligibility). The <Plan> structure element is unbound and nested within the parent <Offer> element. This section contains pertinent medical plan information. If multiple tier coverage levels for a plan are included, each must be supplied within its own <Plan> element. For example, your typical medical plan has four tier coverage levels: Employee Only, Employee plus spouse, Employee plus child(ren), and Employee plus family. This would equate to 4 separate Plan elements. The only required tier level for each medical plan is the Employee Only tier.

If an employee loses eligibility (including termination), a new <Offer>node with Event Reason and Event Date needs to be sent, with no plan information nested within it.

Element	Description	Req?	Length*	Example
PlanCode	A unique short name for identifying the plan. Client defined value.	Y	40	BCBSOPT1
PlanDescription	The full name of the plan. Client defined value.	Y	100	Blue Cross Blue Shield Option 1
CoverageLevelCode	A unique code for identifying the level of coverage. Client defined value.	Y	40	EEOnly
CoverageLevelDescription	The full name of the coverage level. Client defined value.	Y	100	Employee Only
EmployeeOnlyCoverageLevel	A flag indicating if the plan and coverage level code represents Employee Only coverage. If sending a waived/no coverage plan, this indicator must be “N”.	Y	1	Valid Values: Y = Yes N = No
SpouseCoverageAvailable	If the spouse can be covered under this PlanCode, the flag must be set to “Y” for all coverage levels (including employee only). This includes domestic partners. If the medical plan is conditionally offered to spouses or domestic partners, this value should be set to “S”	Y	1	Valid Values: Y = Yes N = No S = Conditionally offered
DependentCoverageAvailable	If dependents can be covered under this PlanCode, the flag must be set to “Y” for all coverage levels (including employee only). Dependent indicates children.	Y	1	Valid Values: Y = Yes N = No
SelfInsured	A flag indicating if the plan is a self-insured plan.	Y	1	Valid Values: Y = Yes

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Element	Description	Req?	Length*	Example
	Y = Yes, it is a self-insured medical plan. N = No, it is not a self-insured medical plan. It is a fully insured medical plan.			N = No
MonthlyEmployeeCost	The monthly cost associated to the employee. This value must correctly reflect the cost to the employee with respect to tobacco incentives, wellness incentives, opt-out credits, etc., per IRS guidelines.	Y	10	Format: x.xx Examples: 174.68 0.00
MonthlyEmployerCost	The monthly cost associated to the employer.	Y	10	Format: x.xx Examples: 261.92 0.00
MinimumEssentialCoverage	An employer attestation flag to indicate the plan meets Minimum Essential Coverage (MEC) requirements. This flag must be set to the same value for all coverage levels within the same PlanCode. If sending a waived/no coverage plan, this indicator must be "N".	Y	1	Valid Values: Y = Yes N = No
MinimumValuePlan	An employer attestation flag to indicate the plan meets the Minimum Value Plan (MVP) standard. This flag must be set to the same value for all coverage levels within the same PlanCode. If sending a waived/no coverage plan, this indicator must be "N".	Y	1	Valid Values: Y = Yes N = No
WellnessIndicator	A flag to indicate the plan has a wellness component.	N	1	Valid Values: Y = Yes N = No
WaitPeriodIndicator	A flag to indicate whether the plan has a 90 day or less waiting period.	N	1	Valid Values: Y = Yes N = No

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Element	Description	Req?	Length*	Example
BasePlanActuarialValue	The plans percentage share of total spending on essential benefits.	N	6	84.00

Benefits Coverage Data (conditionally required)

The Benefits Coverage Data element <SelectedCoverage> is required whenever an employee and/or dependent has a change in coverage. It is important to emphasize that selected benefit coverage records must match an existing eligible plan (Offer > PlanCode) offering, either within the same interface file or on a previous offering.

At the beginning of each benefit plan year, a new <SelectedCoverage> record must be provided for all eligible employees who elect or waive coverage. This applies to passive and active Annual Enrollments.

When reporting “Waived Coverage” or “Opt-out” elections by the employee, elements marked with a red asterisk * become optional. For a “Waived Coverage” selection (<WaivedCoverage> = ‘Y’), no value should be passed in the <PlanCode> or <PlanDescription> elements.

Element	Description	Req?	Length*	Example
EventReason	The reason for the event. Client defined value. This is not linked to the offer.	Y	50	Annual Enrollment
EventDate	The date of the event.	Y	10	Format: 01/01/2018 Example: MM/DD/YYYY
PlanCode*	A unique short name for identifying the plan. Client defined value. System must find a matching Plan Code in the offer node of the current file or in the system from a previous load.	Y	40	BCBSOPT1
PlanDescription*	The full name of the plan. Client defined value.	Y	100	Blue Cross Blue Shield Option 1

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Element	Description	Req?	Length*	Example
CoverageLevelCode*	A unique code for identifying the level of coverage. Client defined value.	Y	40	EEOnly
CoverageLevelDescription*	The full name of the coverage level. Client defined value.	Y	100	Employee Only
MonthlyEmployeeCost*	The monthly cost of the selected plan and coverage level associated to the employee.	Y	10	Format: x.xx Examples: 261.92 0.00
MonthlyEmployerCost*	The monthly cost of the selected plan and coverage level associated to the employer.	Y	10	Format: x.xx Examples: 261.92 0.00
WaivedCoverage	A flag indicating that the employee has “Waived” or “Opted-out” of coverage.	Y	1	Valid Values: Y = Yes N = No
WaiverReasonCode	The reason the employee decided to waive coverage or opt out. Required if WaivedCoverage equals “Y”.	CR	2	01 = Public Exchange 02 = Private Coverage 03 = Medicaid Coverage 04 = Medicare Coverage 05 = No Coverage 06 = Unknown
WaiverReasonDescription	The reason description the employee decided to waive coverage or opt out. Required if WaivedCoverage equals “Y”). Client defined value.	CR	100	Unknown

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Element	Description	Req?	Length*	Example
CoverageStartDate	The effective date coverage starts. The date passed should be the most recent effective date of the change (price, coverage tiers, etc). If no change occurs from plan year to plan year, this value must be the new plan year start date. This date cannot be prior to the EventDate.	Y	10	Format: MM/DD/YYYY Example: 01/01/2018
CoverageEndDate	The last full day that coverage was effective for the employee. Required when terminating coverage.	CR	10	Format: MM/DD/YYYY Example: 05/22/2018
TransactionDate	The timestamp of which the election was created in the system of record. This element is used to determine which election takes precedence in the event there are two or more events that occur on the same day for an employee.	N	29	Format: MM/DD/YYYY HH:MM:SS.SSSSSS AM/PM Example: 10/20/2017 02:11:24.158000 PM

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Dependent Coverage Data (conditionally required)

The Dependent Coverage element <DependentCoverage> is nested within the parent <SelectedCoverage> element. If coverage for the employee is modified, resulting in an updated <SelectedCoverage> node, a <DependentCoverage> node is required for each covered dependent.

The DependentIdentifier element is used to link the dependents coverage record to the dependents indicative data <Dependent>.

Element	Description	Req?	Length*	Example
DependentIdentifier	The unique identifier assigned to the dependent by the client system of record. Client defined value. This identifier must match the corresponding element in the <DependentCoverage> record. The unique identifier assigned to the dependent by the client system of record. This value must be unique for every dependent for an employee Dependent Identifier should not change once submitted to ADP. If a Dependent Identifier is not supplied by the source system then ADP recommends FirstName-DOB (MMDDYYYY)	Y	40	Format: Name-MMDDYYYY (Preferred) Sophie-04161968
SSN	The social security number of the dependent. Should be sent if available.	N	11	XXXXXXXXXX (Preferred) OR XXX-XX-XXXX
CoverageStartDate	The effective start date for dependent coverage. This value should be the same as the CoverageStartDate passed for the employee.	Y	10	Format: MM/DD/YYYY Example: 01/01/2018
CoverageEndDate	The last full day that coverage was effective for the dependent. Dependent coverage can be ended multiple ways and the method selected will depend on the benefit system of record. The Example Scenarios below provide additional detail around each method.	CR	10	Format: MM/DD/YYYY Example: 05/22/2018

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Dependent Indicative Data (conditionally required)

The Dependent Indicative Data element <Dependent> is required when the dependent is listed under the Dependent Coverage element <DependentCoverage>.

Element	Description	Req?	Length*	Example
DependentIdentifier	The unique identifier assigned to the dependent by the client system of record. Client defined value. This identifier must match the corresponding element in the <DependentCoverage> record. The unique identifier assigned to the dependent by the client system of record. This value must be unique for every dependent for an employee Dependent Identifier should not change once submitted to ADP. If a Dependent Identifier is not supplied by the source system then ADP recommends FirstName-DOB (MMDDYYYY)	Y	40	Format: Name-MMDDYYYY (Preferred) Sophie-04161968
SSN	The social security number of the dependent. Should be sent if available.	N	11	XXXXXXXXXX (Preferred) OR XXX-XX-XXXX
FirstName	The first name of the dependent.	Y	50	Sophie
MiddleName	The middle name of the dependent.	N	50	Irene
LastName	The last name of the dependent.	Y	50	Hunter
Relationship	The relationship of the dependent to the employee. Text in this element will be the relationship displayed in ADP Health Compliance. Client defined value.	Y	50	Spouse

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Element	Description	Req?	Length*	Example
SpouseIndicator	A flag that specifies if the relationship represents that of a spouse, including Domestic Partners. Should be set to N for dependents who are not a spouse.	Y	1	Valid Values: Y = Yes N = No
BirthDate	The date of birth of the dependent.	Y	10	Format: MM/DD/YYYY Example: 04/16/1968
Gender	The gender of the dependent.	Y	1	M = Male F = Female U = Unknown

Footer Record (required)

The Footer Data element <ACAFooter> is required and contains end-file metadata.

Element	Description	Req?	Length*	Example
NumRecords	For reconciliation purposes, provide the number of employee records on the interface file.	Y	6	3981

Sample Data File

Sample Files
Original Offers: MYCOID7890123456_MYCLIENTID_BenefitsImport_12192022_12312022.xml
Subsequent Offers/Changes: MYCOID7890123456_MYCLIENTID_BenefitsImport_12202022_12312022.xml
The sample files with the examples below are available from http://communications.adpinfo.com/health-compliance-files

```
1  <?xml version="1.0" encoding="UTF-8"?>
2  <!-- Generated by BenReorder version: 1.73 -->
3  <ACAEnvelope>
4  <ACAHeader>
5      <COID>MYCOID7890123456</COID>
6      <ClientId></ClientId>
7      <ClientName></ClientName>
8      <SourceSystem></SourceSystem>
9      <SourceSystemVersion></SourceSystemVersion>
10     <SpecVersion></SpecVersion>
11     <Environment></Environment>
12     <ContactName></ContactName>
13 </ACAHeader>
14 <ACABody>
15 <EmployeeBenefits>
16     <AOID></AOID>
17     <EmployeeID>000001</EmployeeID>
18     <SSN>900990001</SSN>
19     <FirstName>MICHAEL</FirstName>
20     <MiddleName></MiddleName>
21     <LastName>MYERS</LastName>
22     <Gender>M</Gender>
23     <DOB>10/25/1978</DOB>
24 </Offer>
25     <EventReason>NEW HIRE</EventReason>
```

Scenarios

The purpose of this section is to provide additional information on the best practices related to common scenarios

HOW TO SECTION:

The Examples noted in this table are found below.

Offers	Reference Examples –
New Hire Offers	Example 1 , Example 2 , Example 3 , Example 4 , Example 11
How to Correct an Offer	Example 5
How to Replace an Offer	Example 6
How to End an Offer	Example 7
How to Handle Loss of Eligibility of an Offer	Example 8
How to Offer Waive Plans	Example 9
Minimal Requirements for Offers	Example 11 , Example 15 , Example 17
Coverages	Reference Examples
How to change Coverage based on Qualifying Event(s)	Example 10 , Example 12 , Example 13 , Example 14 , Example 15 , Example 16 , Example 17 , Example 18
How to End a Coverage due Termination	Example 20 , Example 21 , Example 22 , Example 23
How to Rescind Coverage	Example 24
Dependents	Reference Examples
How to Add a Dependent	Example 13 , Example 14
How to Remove a Dependent	Example 19

Example Quick Reference

Below is a quick reference of the various scenarios that have been outlined in the examples below:

Health Compliance Benefits Import XML File Specification

<u>Example</u>	<u>Description</u>	<u>Sample File Name</u>
Example 1	A new hire employee receives an offer and selects coverage (Employee Only) and No dependents	MYCOID7890123456_MYCLIENTID_BenefitsImport_12192022
Example 2	An employee receives an offer for Annual enrollment and elects Employee Only Coverage with no dependents.	MYCOID7890123456_MYCLIENTID_BenefitsImport_12192022
Example 3	A new hire employee receives an offer and selects Family Coverage with dependents.	MYCOID7890123456_MYCLIENTID_BenefitsImport_12192022
Example 4	An employee receives an offer for Annual enrollment with dependents	MYCOID7890123456_MYCLIENTID_BenefitsImport_12192022
Example 5	Correcting an offer with a subsequent offer with a matching Event Reason and Event date	MYCOID7890123456_MYCLIENTID_BenefitsImport_12192022 MYCOID7890123456_MYCLIENTID_BenefitsImport_12202022
Example 6	Replacing an offer with a later offer with same Event Date but different Event Reason and later Transaction Date	MYCOID7890123456_MYCLIENTID_BenefitsImport_12192022 MYCOID7890123456_MYCLIENTID_BenefitsImport_12202022
Example 7	Ending an Offer	MYCOID7890123456_MYCLIENTID_BenefitsImport_12192022 MYCOID7890123456_MYCLIENTID_BenefitsImport_12202022
Example 8	Loss of Eligibility (LOE) Offer due to Termination	MYCOID7890123456_MYCLIENTID_BenefitsImport_12192022 MYCOID7890123456_MYCLIENTID_BenefitsImport_12202022
Example 9	Offer that contains Waived Plans	MYCOID7890123456_MYCLIENTID_BenefitsImport_12192022
Example 10	New Hire, Coverage Selected, With Spouse. Spouse has lapse in coverage for 2 months and then Added back	MYCOID7890123456_MYCLIENTID_BenefitsImport_12192022 MYCOID7890123456_MYCLIENTID_BenefitsImport_12202022
Example 11	New Hire, Waived Coverage (Min Requirement)	MYCOID7890123456_MYCLIENTID_BenefitsImport_12192022
Example 12	Employee was offered coverage and initially waived. This is a correction showing the employee now enrolled.	MYCOID7890123456_MYCLIENTID_BenefitsImport_12192022 MYCOID7890123456_MYCLIENTID_BenefitsImport_12202022
Example 13	Enrolled, Later Adds Child to Coverage	MYCOID7890123456_MYCLIENTID_BenefitsImport_12192022 MYCOID7890123456_MYCLIENTID_BenefitsImport_12202022
Example 14	Enrolled, Later Adds Child to Coverage where multiple coverage segments are sent in a single file	MYCOID7890123456_MYCLIENTID_BenefitsImport_12192022
Example 15	Enrolled, Later Adds Child to Coverage (Min Requirements)	MYCOID7890123456_MYCLIENTID_BenefitsImport_12192022 MYCOID7890123456_MYCLIENTID_BenefitsImport_12202022
Example 16	Marriage, Change Elected Coverage Level	MYCOID7890123456_MYCLIENTID_BenefitsImport_12192022 MYCOID7890123456_MYCLIENTID_BenefitsImport_12202022
Example 17	Marriage, Change Elected Coverage Level (Min Requirements)	MYCOID7890123456_MYCLIENTID_BenefitsImport_12192022 MYCOID7890123456_MYCLIENTID_BenefitsImport_12202022
Example 18	Elected Coverage, Married, Moves to Spouses Coverage	MYCOID7890123456_MYCLIENTID_BenefitsImport_12192022 MYCOID7890123456_MYCLIENTID_BenefitsImport_12202022
Example 19	Elected Coverage, Dependent Ages out of Coverage	MYCOID7890123456_MYCLIENTID_BenefitsImport_12192022 MYCOID7890123456_MYCLIENTID_BenefitsImport_12202022
Example 20	Enrolled, Later Terminated Employment	MYCOID7890123456_MYCLIENTID_BenefitsImport_12192022 MYCOID7890123456_MYCLIENTID_BenefitsImport_12202022
Example 21	Enrolled, Later Terminated Employment (Coverage Extends)	MYCOID7890123456_MYCLIENTID_BenefitsImport_12192022 MYCOID7890123456_MYCLIENTID_BenefitsImport_12202022
Example 22	Waive Coverage, Terminated Later in Year	MYCOID7890123456_MYCLIENTID_BenefitsImport_12192022 MYCOID7890123456_MYCLIENTID_BenefitsImport_12202022
Example 23	Terminating coverage for an employee with all the dependents, with the same effective date.	MYCOID7890123456_MYCLIENTID_BenefitsImport_12192022 MYCOID7890123456_MYCLIENTID_BenefitsImport_12202022
Example 24	Correction to Rescind Coverage	MYCOID7890123456_MYCLIENTID_BenefitsImport_12192022 MYCOID7890123456_MYCLIENTID_BenefitsImport_12202022

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EXAMPLES

Example 1	How To Section	Quick Reference Section
Description:	A new hire employee receives an offer and selects coverage (Employee Only) and No dependents	
Explanation:	The Employee Benefit Records include the offer with plans and the selected plan with coverage dates. Employee hired on 03/01/2023 with coverage starting on 04/01/2023	
Data Example:	<pre><EmployeeBenefits> <EmployeeID>000001</EmployeeID> <SSN>900990001</SSN> <FirstName>MICHAEL</FirstName> <MiddleName></MiddleName> <LastName>MYERS</LastName> <Gender>M</Gender> <DOB>10/25/1978</DOB> <Offer> <EventReason>NEW HIRE</EventReason> <EventDate>03/01/2023</EventDate> <CoverageStartDate>04/01/2023</CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>03/01/2023 08:00:00.000000 AM</TransactionDate> <Plan> <PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Plan> <PlanCode>MED2</PlanCode></pre>	

Health Compliance Benefits Import XML File Specification

	<pre><PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>10.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer> <SelectedCoverage> <EventReason>NEW HIRE</EventReason> <EventDate>03/01/2023</EventDate> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <CoverageStartDate>04/01/2023</CoverageStartDate></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><CoverageEndDate></CoverageEndDate> <WaivedCoverage>N</WaivedCoverage> <WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>03/01/2023 08:00:00.000000 AM</TransactionDate> </SelectedCoverage> </EmployeeBenefits></pre>
Example 2	How To Section Quick Reference Section
Description:	An employee receives an offer for Annual enrollment and elects Employee Only Coverage with no dependents.
Explanation:	The Employee Benefit Records include the offer with plans and the selected plan with coverage dates. Note: the example below is for an October Offer with Coverage for the next plan year (01/01/2023).
Data Example:	<pre><EmployeeBenefits> <EmployeeID>000002</EmployeeID> <SSN>900990002</SSN> <FirstName>CAMERON</FirstName> <MiddleName></MiddleName> <LastName>FRYE</LastName> <Gender>M</Gender> <DOB>06/11/1986</DOB> <Offer> <EventReason>ANNUAL ENROLLMENT</EventReason> <EventDate>10/01/2022</EventDate> <CoverageStartDate>01/01/2023</CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>10/01/2022 08:00:00.000000 AM</TransactionDate> </Offer> <Plan> <PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable></pre>

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	<pre><SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>10.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer> <SelectedCoverage> <EventReason>ANNUAL ENROLLMENT</EventReason> <EventDate>10/01/2022</EventDate> <PlanCode>MED2</PlanCode></pre>
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	<pre><PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> <WaivedCoverage>N</WaivedCoverage> <WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>10/01/2022 08:00:00.000000 AM</TransactionDate> </SelectedCoverage> </EmployeeBenefits></pre>
Example 3	How To Section Quick Reference Section
Description:	A new hire employee receives an offer and selects Family Coverage with dependents.
Explanation:	
Data Example:	<pre><EmployeeBenefits> <EmployeeID>000003</EmployeeID> <SSN>900990003</SSN> <FirstName>GEORGE</FirstName> <MiddleName></MiddleName> <LastName>MYERS</LastName> <Gender>M</Gender> <DOB>10/25/1972</DOB> <Offer> <EventReason>NEW HIRE</EventReason> <EventDate>03/01/2023</EventDate> <CoverageStartDate>04/01/2023</CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>03/01/2023 08:00:00.000000 AM</TransactionDate> <Plan> <PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost></pre>

Health Compliance Benefits Import XML File Specification

	<pre><MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>10.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan></pre>
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Health Compliance Benefits Import XML File Specification

	<pre></Offer> <SelectedCoverage> <EventReason>NEW HIRE</EventReason> <EventDate>03/01/2023</EventDate> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>FAM</CoverageLevelCode> <CoverageLevelDescription>Family</CoverageLevelDescription> <MonthlyEmployeeCost>100.00</MonthlyEmployeeCost> <MonthlyEmployerCost>300.00</MonthlyEmployerCost> <CoverageStartDate>04/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> <WaivedCoverage>N</WaivedCoverage> <WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>03/01/2023 08:00:00.000000 AM</TransactionDate> <DependentCoverage> <DependentIdentifier>SOPHIE-04161978</DependentIdentifier> <SSN>900990301</SSN> <CoverageStartDate>04/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> </DependentCoverage> <DependentCoverage> <DependentIdentifier>MARIE-04161998</DependentIdentifier> <SSN>900990302</SSN> <CoverageStartDate>04/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> </DependentCoverage> <DependentCoverage> <DependentIdentifier>DAVID-04161999</DependentIdentifier> <SSN>900990303</SSN> <CoverageStartDate>04/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> </DependentCoverage> </SelectedCoverage> <Dependent> <DependentIdentifier>SOPHIE-04161978</DependentIdentifier> <SSN>900990301</SSN> <FirstName>SOPHIE</FirstName> <MiddleName></MiddleName> <LastName>MYERS</LastName></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><Relationship>SPOUSE</Relationship> <SpouseIndicator>Y</SpouseIndicator> <BirthDate>04/16/1978</BirthDate> <Gender>F</Gender> </Dependent> <Dependent> <DependentIdentifier>MARIE-04161998</DependentIdentifier> <SSN>900990302</SSN> <FirstName>MARIE</FirstName> <MiddleName></MiddleName> <LastName>MYERS</LastName> <Relationship>CHILD</Relationship> <SpouseIndicator>N</SpouseIndicator> <BirthDate>04/16/1998</BirthDate> <Gender>F</Gender> </Dependent> <Dependent> <DependentIdentifier>DAVID-04161999</DependentIdentifier> <SSN>900990303</SSN> <FirstName>DAVID</FirstName> <MiddleName></MiddleName> <LastName>MYERS</LastName> <Relationship>CHILD</Relationship> <SpouseIndicator>N</SpouseIndicator> <BirthDate>04/16/1999</BirthDate> <Gender>M</Gender> </Dependent> </EmployeeBenefits></pre>
Example 4	How To Section Quick Reference Section
Description:	An employee receives an offer for Annual enrollment with dependents
Explanation:	If an employee “waives coverage” or “opts out” of coverage, the Offer with eligible employee only plans is required to be included. If a plan sent as part of the Waived offer is not an actual medical plan but created as a dummy ‘waive plan,’ the plan attestations should be “N”.
Data Example:	<pre><EmployeeBenefits> <EmployeeID>000004</EmployeeID> <SSN>900990004</SSN> <FirstName>HARRY</FirstName> <MiddleName></MiddleName> <LastName>FRYE</LastName></pre>

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	<pre><Gender>M</Gender> <DOB>06/11/1985</DOB> <Offer> <EventReason>ANNUAL ENROLLMENT</EventReason> <EventDate>10/01/2022</EventDate> <CoverageStartDate>01/01/2023</CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>10/01/2022 08:00:00.000000 AM</TransactionDate> <Plan> <PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><Plan> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>10.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer> <SelectedCoverage> <EventReason>ANNUAL ENROLLMENT</EventReason> <EventDate>10/01/2022</EventDate> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>FAM</CoverageLevelCode> <CoverageLevelDescription>Family</CoverageLevelDescription> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> <WaivedCoverage>N</WaivedCoverage> <WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>10/01/2022 08:00:00.000000 AM</TransactionDate> <DependentCoverage> <DependentIdentifier>TIFFANY-04161987</DependentIdentifier> <SSN>900990401</SSN> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> </DependentCoverage> <DependentCoverage> <DependentIdentifier>DALE-04161997</DependentIdentifier> <SSN>900990402</SSN></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> </DependentCoverage> <DependentCoverage> <DependentIdentifier>SHERRY-04161999</DependentIdentifier> <SSN>900990403</SSN> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> </DependentCoverage> </SelectedCoverage> <Dependent> <DependentIdentifier>TIFFANY-04161987</DependentIdentifier> <SSN>900990401</SSN> <FirstName>TIFFANY</FirstName> <MiddleName></MiddleName> <LastName>FRYE</LastName> <Relationship>SPOUSE</Relationship> <SpouseIndicator>Y</SpouseIndicator> <BirthDate>04/16/1987</BirthDate> <Gender>F</Gender> </Dependent> <Dependent> <DependentIdentifier>DALE-04161997</DependentIdentifier> <SSN>900990402</SSN> <FirstName>DALE</FirstName> <MiddleName></MiddleName> <LastName>FRYE</LastName> <Relationship>CHILD</Relationship> <SpouseIndicator>N</SpouseIndicator> <BirthDate>04/16/1997</BirthDate> <Gender>M</Gender> </Dependent> <Dependent> <DependentIdentifier>SHERRY-04161999</DependentIdentifier> <SSN>900990403</SSN> <FirstName>SHERRY</FirstName> <MiddleName></MiddleName> <LastName>FRYE</LastName> <Relationship>CHILD</Relationship> <SpouseIndicator>N</SpouseIndicator> <BirthDate>04/16/1999</BirthDate></pre>
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Health Compliance Benefits Import XML File Specification

	<Gender>F</Gender> </Dependent> </EmployeeBenefits>
Example 5	How To Section Quick Reference Section
Description:	Correcting an offer with a subsequent offer with a matching Event Reason and Event date
Explanation:	If a 2nd offer is sent with the same event reason & event date, the 2nd offer will overwrite the 1 st offer.
Data Example:	Original Offer: <EmployeeBenefits> <EmployeeID>000005</EmployeeID> <SSN>900990005</SSN> <FirstName>JOHN</FirstName> <MiddleName></MiddleName> <LastName>DOE</LastName> <Gender>M</Gender> <DOB>11/16/1989</DOB> <Offer> <EventReason>OPEN ENROLLMENT</EventReason> <EventDate>10/01/2022</EventDate> <CoverageStartDate>01/01/2023</CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>10/01/2022 08:00:00.000000 AM</TransactionDate> <Plan> <PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator>

Health Compliance Benefits Import XML File Specification

	<pre></Plan> <Plan> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>10.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer> <SelectedCoverage> <EventReason>OPEN ENROLLMENT</EventReason> <EventDate>10/01/2022</EventDate> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription></pre>
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Health Compliance Benefits Import XML File Specification

	<MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> <WaivedCoverage>N</WaivedCoverage> <WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>10/01/2022 08:00:00.000000 AM</TransactionDate> </SelectedCoverage> </EmployeeBenefits> Replacement Offer: <EmployeeBenefits> <EmployeeID>000005</EmployeeID> <SSN>900990005</SSN> <FirstName>JOHN</FirstName> <MiddleName></MiddleName> <LastName>DOE</LastName> <Gender>M</Gender> <DOB>11/16/1989</DOB> <Offer> <EventReason>OPEN ENROLLMENT</EventReason> <EventDate>10/01/2022</EventDate> <CoverageStartDate>01/01/2023</CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>02/14/2023 08:00:00.000000 AM</TransactionDate> <Plan> <PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>75.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue>
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Health Compliance Benefits Import XML File Specification

	<pre><WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>35.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>20.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer> <SelectedCoverage> <EventReason>OPEN ENROLLMENT</EventReason> <EventDate>10/01/2022</EventDate> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <MonthlyEmployeeCost>35.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> <WaivedCoverage>N</WaivedCoverage> <WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>02/14/2023 08:00:00.000000 AM</TransactionDate> </SelectedCoverage> </EmployeeBenefits></pre>
Example 6	How To Section Quick Reference Section
Description:	Replacing an offer with a later offer with same Event date, different event reason and later Transaction Date.
Explanation:	If a 2nd offer is sent with a different combination (event reason & event date) but same coverage Start date, then the offer with the later <u>transaction date</u> is in effect.
Data Example:	Original Offer: <pre><EmployeeBenefits> <EmployeeID>000006</EmployeeID> <SSN>900990006</SSN> <FirstName>JANE</FirstName> <MiddleName></MiddleName> <LastName>DOE</LastName> <Gender>F</Gender> <DOB>11/16/1989</DOB> <Offer> <EventReason>OPEN ENROLLMENT</EventReason> <EventDate>10/01/2022</EventDate> <CoverageStartDate>01/01/2023</CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>10/01/2022 08:00:00.000000 AM</TransactionDate> <Plan> <PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost></pre>

Health Compliance Benefits Import XML File Specification

	<pre><MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>10.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><SelectedCoverage> <EventReason>OPEN ENROLLMENT</EventReason> <EventDate>10/01/2023</EventDate> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> <WaivedCoverage>N</WaivedCoverage> <WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>10/01/2022 08:00:00.000000 AM</TransactionDate> </SelectedCoverage> </EmployeeBenefits></pre> Replacement Offer: <pre><EmployeeBenefits> <EmployeeID>000006</EmployeeID> <SSN>900990006</SSN> <FirstName>JANE</FirstName> <MiddleName></MiddleName> <LastName>DOE</LastName> <Gender>F</Gender> <DOB>11/16/1989</DOB> <Offer> <EventReason>ENROLLMENT CHANGE</EventReason> <EventDate>10/15/2022</EventDate> <CoverageStartDate>01/01/2023</CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>10/15/2022 09:00:00.000000 AM</TransactionDate> <Plan> <PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>10.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator></pre>
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Health Compliance Benefits Import XML File Specification

	<pre></Plan> </Offer> <SelectedCoverage> <EventReason>ENROLLMENT CHANGE</EventReason> <EventDate>10/15/2023</EventDate> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE+1</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE+1</CoverageLevelDescription> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> <WaivedCoverage>N</WaivedCoverage> <WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>10/15/2022 09:00:00.000000 AM</TransactionDate> <DependentCoverage> <DependentIdentifier>DALE-04161997</DependentIdentifier> <SSN>900990601</SSN> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> </DependentCoverage> </SelectedCoverage> <Dependent> <DependentIdentifier>DALE-04161997</DependentIdentifier> <SSN>900990601</SSN> <FirstName>DALE</FirstName> <MiddleName></MiddleName> <LastName>DOE</LastName> <Relationship>CHILD</Relationship> <SpouseIndicator>N</SpouseIndicator> <BirthDate>04/16/1997</BirthDate> <Gender>M</Gender> </Dependent> </EmployeeBenefits></pre>	
Example 7	How To Section	Quick Reference Section
Description:	Ending an Offer	

Health Compliance Benefits Import XML File Specification

Explanation:	The effective end date of the offer is set by the plan year end date on the offer. An offer can also be effectively ended by a subsequent offer with a later “effective date”. The effective date of an offer is the coverage start date unless it is empty then it is the event date.
Data Example:	Original Offer: <pre><EmployeeBenefits> <EmployeeID>000007</EmployeeID> <SSN>900990007</SSN> <FirstName>NANCY</FirstName> <MiddleName></MiddleName> <LastName>DREW</LastName> <Gender>F</Gender> <DOB>11/16/1980</DOB> <Offer> <EventReason>OPEN ENROLLMENT</EventReason> <EventDate>10/15/2022</EventDate> <CoverageStartDate>01/01/2023</CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>10/15/2022 10:32:45.123456 AM</TransactionDate> <Plan> <PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Plan> <Plan> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription></pre>

Health Compliance Benefits Import XML File Specification

	<pre><EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>10.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer> <SelectedCoverage> <EventReason>OPEN ENROLLMENT</EventReason> <EventDate>10/15/2022</EventDate> <PlanCode></PlanCode> <PlanDescription></PlanDescription> <CoverageLevelCode></CoverageLevelCode> <CoverageLevelDescription></CoverageLevelDescription> <MonthlyEmployeeCost>00.00</MonthlyEmployeeCost> <MonthlyEmployerCost>00.00</MonthlyEmployerCost> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> <WaivedCoverage>Y</WaivedCoverage> <WaiverReasonCode>06</WaiverReasonCode></pre>
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	<pre><WaiverReasonDescription>UNKOWN</WaiverReasonDescription> <TransactionDate>10/15/2022 10:32:45.123456 AM</TransactionDate> </SelectedCoverage> </EmployeeBenefits> Ending Offer: <EmployeeBenefits> <EmployeeID>000007</EmployeeID> <SSN>900990007</SSN> <FirstName>NANCY</FirstName> <MiddleName></MiddleName> <LastName>DREW</LastName> <Gender>F</Gender> <DOB>11/16/1980</DOB> <Offer> <EventReason>FULL 2 PART TIME</EventReason> <EventDate>04/15/2023</EventDate> <CoverageStartDate></CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>04/15/2023 08:00:00.000000 AM</TransactionDate> </Offer> </EmployeeBenefits></pre>
Example 8	How To Section Quick Reference Section
Description:	Loss of Eligibility (LOE) Offer due to Termination
Explanation:	When an employee loses eligibility for medical benefits, an LOE Offer should be sent An LOE Offer is identified as an Offer that does not have any plan records (ELIG) included. The Offer record (OFFR) is sent with only the Event Reason and Event Date set as the effective date. The Offer Event Date should be the first date when the employee is no longer eligible. The Coverage Start Date, the Plan Year Start and End Dates do not need to be valued. In this example, the employee’s last day worked was 04/14/2023. The coverage ends on 04/15/2023 and the Loss of Eligibility occurs on 04/15/2023 (the first day offer is no longer offered).
Data Example:	Original Offer: <pre><EmployeeBenefits> <EmployeeID>000008</EmployeeID> <SSN>900990008</SSN> <FirstName>STEVE</FirstName></pre>

Health Compliance Benefits Import XML File Specification

	<pre><MiddleName></MiddleName> <LastName>MARTIN</LastName> <Gender>M</Gender> <DOB>11/16/1992</DOB> <Offer> <EventReason>OPEN ENROLLMENT</EventReason> <EventDate>10/01/2022</EventDate> <CoverageStartDate>01/01/2023</CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>10/01/2022 08:00:00.000000 AM</TransactionDate> <Plan> <PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Plan> <Plan> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>10.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer> <SelectedCoverage> <EventReason>OPEN ENROLLMENT</EventReason> <EventDate>10/01/2022</EventDate> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> <WaivedCoverage>N</WaivedCoverage> <WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>10/01/2022 08:00:00.000000 AM</TransactionDate> </SelectedCoverage> </EmployeeBenefits> Loss of Eligibility Offer: <EmployeeBenefits> <EmployeeID>000008</EmployeeID> <SSN>900990008</SSN></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><FirstName>STEVE</FirstName> <MiddleName></MiddleName> <LastName>MARTIN</LastName> <Gender>M</Gender> <DOB>11/16/1992</DOB> <Offer> <EventReason>TERMINATION</EventReason> <EventDate>04/15/2023</EventDate> <CoverageStartDate></CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>04/15/2023 10:32:45.123456 AM</TransactionDate> </Offer> </EmployeeBenefits></pre>
Example 9	How To Section Quick Reference Section
Description:	Offer that contains Waived Plans
Explanation:	If you include a Waive plan as being offered the plan attestations must be all “N”.
Data Example:	<pre><EmployeeBenefits> <EmployeeID>000009</EmployeeID> <SSN>900990009</SSN> <FirstName>SHERRY</FirstName> <MiddleName></MiddleName> <LastName>MOORE</LastName> <Gender>F</Gender> <DOB>11/09/1985</DOB> <Offer> <EventReason>OPEN ENROLLMENT</EventReason> <EventDate>10/15/2022</EventDate> <CoverageStartDate>01/01/2023</CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>10/15/2022 10:32:45.123456 AM</TransactionDate> <Plan> <PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost></pre>

Health Compliance Benefits Import XML File Specification

	<pre><MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>WAIVE</PlanCode> <PlanDescription>WAIVED COVERAGE</PlanDescription> <CoverageLevelCode>WV</CoverageLevelCode> <CoverageLevelDescription>Waived</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>N</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>0.00</MonthlyEmployeeCost> <MonthlyEmployerCost>0.00</MonthlyEmployerCost> <MinimumEssentialCoverage>N</MinimumEssentialCoverage> <MinimumValuePlan>N</MinimumValuePlan> <DependentCoverageAvailable>N</DependentCoverageAvailable> <SpouseCoverageAvailable>N</SpouseCoverageAvailable> <SelfInsured>N</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>N</WaitPeriodIndicator> </Plan></pre>
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Health Compliance Benefits Import XML File Specification

	<pre></Offer> <SelectedCoverage> <EventReason>OE01/01/2023</EventReason> <EventDate>10/15/2022</EventDate> <PlanCode></PlanCode> <PlanDescription></PlanDescription> <CoverageLevelCode>WV</CoverageLevelCode> <CoverageLevelDescription>WAIVED</CoverageLevelDescription> <MonthlyEmployeeCost>0.00</MonthlyEmployeeCost> <MonthlyEmployerCost>0.00</MonthlyEmployerCost> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> <WaivedCoverage>Y</WaivedCoverage> <WaiverReasonCode>06</WaiverReasonCode> <WaiverReasonDescription>UNKNOWN</WaiverReasonDescription> <TransactionDate>10/15/2022 10:32:45.123456 AM</TransactionDate> </SelectedCoverage> </EmployeeBenefits></pre>
Example 10	How To Section Quick Reference Section
Description:	New Hire, Coverage Selected, With Spouse. Spouse has lapse in coverage for 2 months and then Added back.
Explanation:	If a 2 nd coverage record is sent with no overlap in coverage periods with the 1 st , both are in effect based on their different Start and End dates.
Data Example:	Original Offer & Coverage: <pre><EmployeeBenefits> <EmployeeID>000010</EmployeeID> <SSN>900990010</SSN> <FirstName>AUSTIN</FirstName> <MiddleName></MiddleName> <LastName>DAVIS</LastName> <Gender>M</Gender> <DOB>10/25/1999</DOB> <Offer> <EventReason>OPEN ENROLLMENT</EventReason> <EventDate>01/01/2023</EventDate> <CoverageStartDate>01/01/2023</CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>12/30/2022 08:00:00.000000 AM</TransactionDate> <Plan></pre>

Health Compliance Benefits Import XML File Specification

	<pre><PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>10.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer> <SelectedCoverage> <EventReason>NEW HIRE</EventReason> <EventDate>01/01/2023</EventDate> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE+SP</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE+SPOUSE</CoverageLevelDescription> <MonthlyEmployeeCost>20.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> <WaivedCoverage>N</WaivedCoverage> <WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>12/30/2022 08:00:00.000000 AM</TransactionDate> <DependentCoverage> <DependentIdentifier>KATIE-02161985</DependentIdentifier> <SSN>900991001</SSN> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> </DependentCoverage> </SelectedCoverage> <Dependent> <DependentIdentifier>KATIE-02161985</DependentIdentifier> <SSN>900991001</SSN> <FirstName>KATIE</FirstName> <MiddleName></MiddleName> <LastName>DAVIS</LastName> <Relationship>SPOUSE</Relationship> <SpouseIndicator>Y</SpouseIndicator> <BirthDate>02/16/1985</BirthDate> <Gender>F</Gender> </Dependent> </EmployeeBenefits></pre>
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Health Compliance Benefits Import XML File Specification

	Replacement Offer & Coverage: <pre><EmployeeBenefits> <EmployeeID>000010</EmployeeID> <SSN>900990010</SSN> <FirstName>AUSTIN</FirstName> <MiddleName></MiddleName> <LastName>DAVIS</LastName> <Gender>M</Gender> <DOB>10/25/1999</DOB> <Offer> <EventReason>SPOUSE GAINS EMPLOYMENT</EventReason> <EventDate>06/15/2023</EventDate> <CoverageStartDate>6/15/2023</CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>06/15/2023 08:00:00.000000 AM</TransactionDate> <Plan> <PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> </Plan> </Offer> </EmployeeBenefits></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>10.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer> <SelectedCoverage> <EventReason>SPOUSE GAINS EMPLOYMENT</EventReason> <EventDate>06/15/2023</EventDate> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <MonthlyEmployeeCost>10.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <CoverageStartDate>06/15/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> <WaivedCoverage>N</WaivedCoverage> <WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>06/15/2023 08:00:00.000000 AM</TransactionDate> </SelectedCoverage></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><Offer> <EventReason>SPOUSE ADDED</EventReason> <EventDate>08/15/2023</EventDate> <CoverageStartDate>08/15/2023</CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>08/15/2023 08:00:00.000000 AM</TransactionDate> <Plan> <PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED3</PlanCode></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>10.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer> <SelectedCoverage> <EventReason>SPOUSE ADDED</EventReason> <EventDate>08/15/2023</EventDate> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE+FAM</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE+SPOUSE</CoverageLevelDescription> <MonthlyEmployeeCost>20.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <CoverageStartDate>08/15/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> <WaivedCoverage>N</WaivedCoverage> <WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>08/15/2023 08:00:00.000000 AM</TransactionDate> <DependentCoverage> <DependentIdentifier>KATIE-02161985</DependentIdentifier> <SSN>900991001</SSN> <CoverageStartDate>08/15/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> </DependentCoverage> </SelectedCoverage> <Dependent> <DependentIdentifier>KATIE-02161985</DependentIdentifier> <SSN>900991001</SSN> <FirstName>KATIE</FirstName></pre>
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Health Compliance Benefits Import XML File Specification

	<MiddleName></MiddleName> <LastName>DAVIS</LastName> <Relationship>SPOUSE</Relationship> <SpouseIndicator>Y</SpouseIndicator> <BirthDate>02/16/1985</BirthDate> <Gender>F</Gender> </Dependent> </EmployeeBenefits>
Example 11	How To SectionQuick Reference Section
Description:	New Hire, Waived Coverage (Min Requirement) Waived Coverage Though the absence of a coverage record is treated as an implicit waive; ADP recommends sending the explicit coverage waived record. The coverage waived record is sent with the Waived Coverage =’Y’ and the Reason for Waiver Code & Description. The elements to be left unvalued are: Medical Plan Code, Medical Plan Description, Medical Plan Coverage Level Code, Medical Plan Coverage Level Description, Monthly Employee Cost, Monthly Employer Cost
Explanation:	Employee was hired and received an offer of benefits, but waived coverage. (Minimum Requirements)
Data Example:	<EmployeeBenefits> <EmployeeID>000011</EmployeeID> <SSN>900990011</SSN> <FirstName>BETTY</FirstName> <MiddleName></MiddleName> <LastName>FLAKE</LastName> <Gender>F</Gender> <DOB>11/09/1995</DOB> <Offer> <EventReason>NEW HIRE</EventReason> <EventDate>10/15/2022</EventDate> <CoverageStartDate>01/01/2023</CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>10/15/2022 10:32:45.123456 AM</TransactionDate> <Plan> <PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode>

Health Compliance Benefits Import XML File Specification

	<pre><CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer> <SelectedCoverage> <EventReason>NH01/01/2023</EventReason> <EventDate>10/15/2022</EventDate> <PlanCode></PlanCode> <PlanDescription></PlanDescription> <CoverageLevelCode></CoverageLevelCode> <CoverageLevelDescription></CoverageLevelDescription> <MonthlyEmployeeCost></MonthlyEmployeeCost> <MonthlyEmployerCost></MonthlyEmployerCost> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> <WaivedCoverage>Y</WaivedCoverage> <WaiverReasonCode>06</WaiverReasonCode> <WaiverReasonDescription>UNKNOWN</WaiverReasonDescription> <TransactionDate>10/15/2022 10:32:45.123456 AM</TransactionDate> </SelectedCoverage> </EmployeeBenefits></pre>
Example 12	How To Section Quick Reference Section
Description:	Employee was offered coverage and initially waived. This is a correction showing the employee now enrolled.
Explanation:	Employee was hired and incorrectly entered as waiving coverage. A later correction was sent to show that he was enrolled with coverage. If a 2 nd coverage record is sent with the same coverage Start Date, then the 1 st coverage is replaced by the second one.
Data Example:	Original Offer & Coverage: <pre><EmployeeBenefits> <EmployeeID>000012</EmployeeID> <SSN>900990012</SSN> <FirstName>JANICE</FirstName></pre>

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Health Compliance Benefits Import XML File Specification

	<pre><MiddleName></MiddleName> <LastName>MORRIS</LastName> <Gender>F</Gender> <DOB>11/09/1996</DOB> <Offer> <EventReason>NEW HIRE</EventReason> <EventDate>10/15/2022</EventDate> <CoverageStartDate>01/01/2023</CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>10/15/2022 10:32:45.123456 AM</TransactionDate> <Plan> <PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Plan> <Plan> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>10.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer> <SelectedCoverage> <EventReason>NH01/01/2023</EventReason> <EventDate>10/15/2022</EventDate> <PlanCode></PlanCode> <PlanDescription></PlanDescription> <CoverageLevelCode></CoverageLevelCode> <CoverageLevelDescription></CoverageLevelDescription> <MonthlyEmployeeCost></MonthlyEmployeeCost> <MonthlyEmployerCost></MonthlyEmployerCost> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> <WaivedCoverage>Y</WaivedCoverage> <WaiverReasonCode>06</WaiverReasonCode> <WaiverReasonDescription>UNKNOWN</WaiverReasonDescription> <TransactionDate>10/15/2022 10:32:45.123456 AM</TransactionDate> </SelectedCoverage> </EmployeeBenefits> Replacement Offer & Coverage: <EmployeeBenefits> <EmployeeID>000012</EmployeeID> <SSN>900990012</SSN></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><FirstName>JANICE</FirstName> <MiddleName></MiddleName> <LastName>MORRIS</LastName> <Gender>F</Gender> <DOB>11/09/1996</DOB> <Offer> <EventReason>ENROLLMENT CHANGE</EventReason> <EventDate>01/01/2023</EventDate> <CoverageStartDate>01/01/2023</CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>01/01/2023 08:00:00.000000 AM</TransactionDate> <Plan> <PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> </Plan> </Offer></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>10.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer> <SelectedCoverage> <EventReason>ENROLLMENT CHANGE</EventReason> <EventDate>01/01/2023</EventDate> <PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> <WaivedCoverage>N</WaivedCoverage> <WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>01/01/2023 08:00:00.000000 AM</TransactionDate> </SelectedCoverage> </EmployeeBenefits></pre>
Example 13	How To Section Quick Reference Section
Description:	Enrolled, Later Adds Child to Coverage

Health Compliance Benefits Import XML File Specification

Explanation:	Employee received an offer and enrolled in coverage during Open Enrollment and then had a child later in the year. • The Coverage Start Date cannot be prior to the event date • The Coverage Start Date must fall on or within the plan year dates being passed. • OFFR > ELIG: It is only necessary to pass the employee only coverage levels in the offer If a 2nd coverage record is sent with an overlap in coverage periods, then the 1st coverage ends the day before the 2nd starts. This example illustrates how changes would be sent in a subsequent change only file for ongoing changes while relying on the coverages starting on 05/31/2023 to end the previous existing coverages on 05/30/2023.
Data Example:	Original Offer & Coverage: <pre><EmployeeBenefits> <EmployeeID>000013</EmployeeID> <SSN>900990013</SSN> <FirstName>JOHN</FirstName> <MiddleName></MiddleName> <LastName>BENDER</LastName> <Gender>M</Gender> <DOB>02/15/1985</DOB> <Offer> <EventReason>OPEN ENROLLMENT</EventReason> <EventDate>01/01/2023</EventDate> <CoverageStartDate>01/01/2023</CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>12/30/2022 08:00:00.000000 AM</TransactionDate> <Plan> <PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> </Plan> </Offer> </EmployeeBenefits></pre>

Health Compliance Benefits Import XML File Specification

	<pre><SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>10.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer> <SelectedCoverage> <EventReason>OPEN ENROLLMENT</EventReason> <EventDate>01/01/2023</EventDate></pre>
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Health Compliance Benefits Import XML File Specification

	<PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE+SP</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE+SPOUSE</CoverageLevelDescription> <MonthlyEmployeeCost>20.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> <WaivedCoverage>N</WaivedCoverage> <WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>12/30/2022 08:00:00.000000 AM</TransactionDate> <DependentCoverage> <DependentIdentifier>CLAIRE-02161985</DependentIdentifier> <SSN>900991301</SSN> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> </DependentCoverage> </SelectedCoverage> <Dependent> <DependentIdentifier>CLAIRE-02161985</DependentIdentifier> <SSN>900991301</SSN> <FirstName>CLAIRE</FirstName> <MiddleName></MiddleName> <LastName>BENDER</LastName> <Relationship>SPOUSE</Relationship> <SpouseIndicator>Y</SpouseIndicator> <BirthDate>02/16/1985</BirthDate> <Gender>F</Gender> </Dependent> </EmployeeBenefits> Subsequent Change due to Qualifying Event: <EmployeeBenefits> <EmployeeID>000013</EmployeeID> <SSN>900990013</SSN> <FirstName>JOHN</FirstName> <MiddleName></MiddleName> <LastName>BENDER</LastName> <Gender>M</Gender> <DOB>02/15/1985</DOB>
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Health Compliance Benefits Import XML File Specification

	<pre><Offer> <EventReason>BIRTH OF A CHILD</EventReason> <EventDate>05/31/2023</EventDate> <CoverageStartDate>05/31/2023</CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>05/31/2023 08:00:00.000000 AM</TransactionDate> <Plan> <PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED3</PlanCode></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>10.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer> <SelectedCoverage> <EventReason>BIRTH OF A CHILD</EventReason> <EventDate>05/31/2022</EventDate> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE+FAM</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE+FAMILY</CoverageLevelDescription> <MonthlyEmployeeCost>40.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <CoverageStartDate>05/31/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> <WaivedCoverage>N</WaivedCoverage> <WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>05/31/2023 08:00:00.000000 AM</TransactionDate> <DependentCoverage> <DependentIdentifier>CLAIRE-02161985</DependentIdentifier> <SSN>900991301</SSN> <CoverageStartDate>05/31/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> </DependentCoverage> <DependentCoverage> <DependentIdentifier>JONATHAN-05312023</DependentIdentifier> <SSN>900991302</SSN> <CoverageStartDate>05/31/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> </DependentCoverage> </SelectedCoverage> </Offer></pre>
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Health Compliance Benefits Import XML File Specification

	<pre></DependentCoverage> </SelectedCoverage> <Dependent> <DependentIdentifier>CLAIRE-02161985</DependentIdentifier> <SSN>900991301</SSN> <FirstName>CLAIRE</FirstName> <MiddleName></MiddleName> <LastName>BENDER</LastName> <Relationship>SPOUSE</Relationship> <SpouseIndicator>Y</SpouseIndicator> <BirthDate>02/16/1985</BirthDate> <Gender>F</Gender> </Dependent> <Dependent> <DependentIdentifier>JONATHAN-05312023</DependentIdentifier> <SSN>900991302</SSN> <FirstName>JONATHAN</FirstName> <MiddleName></MiddleName> <LastName>BENDER</LastName> <Relationship>CHILD</Relationship> <SpouseIndicator>N</SpouseIndicator> <BirthDate>05/31/2023</BirthDate> <Gender>M</Gender> </Dependent> </EmployeeBenefits></pre>
Example 14	How To Section Quick Reference Section
Description:	Enrolled, Later Adds Child to Coverage where multiple coverage segments are sent in a single file
Explanation:	Employee received an offer and enrolled in coverage during Open Enrollment and then had a child later in the year. This example illustrates how multiple coverage segments can be sent in a single transactional history file when an employee has multiple events.
Data Example:	<pre><EmployeeBenefits> <EmployeeID>000014</EmployeeID> <SSN>900990014</SSN> <FirstName>JOHN</FirstName> <MiddleName></MiddleName> <LastName>SMITH</LastName> <Gender>M</Gender> <DOB>02/15/1985</DOB></pre>

Health Compliance Benefits Import XML File Specification

	<pre><Offer> <EventReason>OPEN ENROLLMENT</EventReason> <EventDate>01/01/2023</EventDate> <CoverageStartDate>01/01/2023</CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>12/30/2022 08:00:00.000000 AM</TransactionDate> <Plan> <PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED3</PlanCode></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>10.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer> <SelectedCoverage> <EventReason>OPEN ENROLLMENT</EventReason> <EventDate>01/01/2022</EventDate> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE+SP</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE+SPOUSE</CoverageLevelDescription> <MonthlyEmployeeCost>20.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate>05/30/2023</CoverageEndDate> <WaivedCoverage>N</WaivedCoverage> <WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>12/30/2022 08:00:00.000000 AM</TransactionDate> <DependentCoverage> <DependentIdentifier>MARY-02161985</DependentIdentifier> <SSN>900991401</SSN> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate>05/30/2023</CoverageEndDate> </DependentCoverage> </SelectedCoverage> <Dependent> <DependentIdentifier>MARY-02161985</DependentIdentifier> <SSN>900991401</SSN> <FirstName>MARY</FirstName></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><MiddleName></MiddleName> <LastName>SMITH</LastName> <Relationship>SPOUSE</Relationship> <SpouseIndicator>Y</SpouseIndicator> <BirthDate>02/16/1985</BirthDate> <Gender>F</Gender> </Dependent> <Offer> <EventReason>BIRTH OF A CHILD</EventReason> <EventDate>05/31/2023</EventDate> <CoverageStartDate>05/31/2023</CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>05/31/2023 08:00:00.000000 AM</TransactionDate> <Plan> <PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>10.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer> <SelectedCoverage> <EventReason>BIRTH OF A CHILD</EventReason> <EventDate>05/31/2022</EventDate> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE+FAM</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE+FAMILY</CoverageLevelDescription> <MonthlyEmployeeCost>40.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <CoverageStartDate>05/31/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> <WaivedCoverage>N</WaivedCoverage> <WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>05/31/2023 08:00:00.000000 AM</TransactionDate> <DependentCoverage> <DependentIdentifier>MARY-02161985</DependentIdentifier> <SSN>900991401</SSN> <CoverageStartDate>05/31/2023</CoverageStartDate></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><CoverageEndDate></CoverageEndDate> </DependentCoverage> <DependentCoverage> <DependentIdentifier>ALLEN-05312023</DependentIdentifier> <SSN>900991402</SSN> <CoverageStartDate>05/31/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> </DependentCoverage> </SelectedCoverage> <Dependent> <DependentIdentifier>MARY-02161985</DependentIdentifier> <SSN>900991401</SSN> <FirstName>MARY</FirstName> <MiddleName></MiddleName> <LastName>SMITH</LastName> <Relationship>SPOUSE</Relationship> <SpouseIndicator>Y</SpouseIndicator> <BirthDate>02/16/1985</BirthDate> <Gender>F</Gender> </Dependent> <Dependent> <DependentIdentifier>ALLEN-05312023</DependentIdentifier> <SSN>900991402</SSN> <FirstName>ALLEN</FirstName> <MiddleName></MiddleName> <LastName>SMITH</LastName> <Relationship>CHILD</Relationship> <SpouseIndicator>N</SpouseIndicator> <BirthDate>05/31/2023</BirthDate> <Gender>M</Gender> </Dependent> </EmployeeBenefits></pre>
Example 15	How To Section Quick Reference Section
Description:	Enrolled, Later Adds Child to Coverage (Min Requirements)
Explanation:	Employee received an offer and enrolled in coverage during Open Enrollment then had a child later in the year. The elected medical plan and coverage level changed. (Minimum Requirements) The Offer only includes the lowest cost offer and the offer for the selected medical plan (both at the employee only coverage level).

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Data Example:	Original Offer & Coverage: <pre><EmployeeBenefits> <EmployeeID>000015</EmployeeID> <SSN>900990015</SSN> <FirstName>DAVID</FirstName> <MiddleName></MiddleName> <LastName>ROON</LastName> <Gender>M</Gender> <DOB>06/11/1986</DOB> <Offer> <EventReason>OPEN ENROLLMENT</EventReason> <EventDate>01/01/2023</EventDate> <CoverageStartDate>01/01/2023</CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>12/30/2022 08:00:00.000000 AM</TransactionDate> <Plan> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer> <SelectedCoverage> <EventReason>OPEN ENROLLMENT</EventReason> <EventDate>01/01/2023</EventDate> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>+SP</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE+SPOUSE</CoverageLevelDescription> <MonthlyEmployeeCost>65.00</MonthlyEmployeeCost></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><MonthlyEmployerCost>100.00</MonthlyEmployerCost> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> <WaivedCoverage>N</WaivedCoverage> <WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>12/30/2022 08:00:00.000000 AM</TransactionDate> <DependentCoverage> <DependentIdentifier>KATHY-06101986</DependentIdentifier> <SSN>900991501</SSN> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> </DependentCoverage> </SelectedCoverage> <Dependent> <DependentIdentifier>KATHY-06101986</DependentIdentifier> <SSN>900991501</SSN> <FirstName>KATHY</FirstName> <MiddleName></MiddleName> <LastName>ROON</LastName> <Relationship>SPOUSE</Relationship> <SpouseIndicator>Y</SpouseIndicator> <BirthDate>06/10/1986</BirthDate> <Gender>F</Gender> </Dependent> </EmployeeBenefits> Subsequent Change due to Qualifying Event: <EmployeeBenefits> <EmployeeID>000015</EmployeeID> <SSN>900990015</SSN> <FirstName>DAVID</FirstName> <MiddleName></MiddleName> <LastName>ROON</LastName> <Gender>M</Gender> <DOB>06/11/1986</DOB> <Offer> <EventReason>BIRTH OF CHILD</EventReason> <EventDate>05/31/2023</EventDate> <CoverageStartDate>05/31/2023</CoverageStartDate> <PlanYearStartDate>05/31/2023</PlanYearStartDate></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>05/31/2023 08:00:00.000000 AM</TransactionDate> <Plan> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer> <SelectedCoverage> <EventReason>BIRTH OF CHILD</EventReason> <EventDate>05/31/2023</EventDate> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>+FAM</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE+FAMILY</CoverageLevelDescription> <MonthlyEmployeeCost>75.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <CoverageStartDate>05/31/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> <WaivedCoverage>N</WaivedCoverage> <WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>05/31/2023 08:00:00.000000 AM</TransactionDate> <DependentCoverage> <DependentIdentifier>KATHY-06101986</DependentIdentifier> <SSN>900991501</SSN> <CoverageStartDate>05/31/2023</CoverageStartDate> <CoverageEndDate>12/31/2023</CoverageEndDate> </DependentCoverage> </DependentCoverage></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><DependentIdentifier>CAMERON-05312023</DependentIdentifier> <SSN>900991502</SSN> <CoverageStartDate>05/31/2023</CoverageStartDate> <CoverageEndDate>12/31/2023</CoverageEndDate> </DependentCoverage> </SelectedCoverage> <Dependent> <DependentIdentifier>KATHY-06101986</DependentIdentifier> <SSN>900991501</SSN> <FirstName>KATHY</FirstName> <MiddleName></MiddleName> <LastName>ROON</LastName> <Relationship>SPOUSE</Relationship> <SpouseIndicator>Y</SpouseIndicator> <BirthDate>06/10/1986</BirthDate> <Gender>F</Gender> </Dependent> <Dependent> <DependentIdentifier>CAMERON-05312023</DependentIdentifier> <SSN>900991502</SSN> <FirstName>CAMERON</FirstName> <MiddleName></MiddleName> <LastName>ROON</LastName> <Relationship>CHILD</Relationship> <SpouseIndicator>N</SpouseIndicator> <BirthDate>05/31/2023</BirthDate> <Gender>M</Gender> </Dependent> </EmployeeBenefits></pre>
Example 16	How To Section Quick Reference Section
Description:	Marriage, Change Elected Coverage Level
Explanation:	Employee was enrolled in EE only coverage and was married later in the year. (ADP Preferred)
Data Example:	Original Offer & Coverage: <pre><EmployeeBenefits> <EmployeeID>000016</EmployeeID> <SSN>900990016</SSN> <FirstName>JAKE</FirstName> <MiddleName></MiddleName> <LastName>RYAN</LastName></pre>

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Health Compliance Benefits Import XML File Specification

	<pre><Gender>M</Gender> <DOB>05/04/1984</DOB> <Offer> <EventReason>OPEN ENROLLMENT</EventReason> <EventDate>01/01/2023</EventDate> <CoverageStartDate>01/01/2023</CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>12/30/2022 08:00:00.000000 AM</TransactionDate> <Plan> <PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><Plan> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>10.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer> <SelectedCoverage> <EventReason>OPEN ENROLLMENT</EventReason> <EventDate>01/01/2023</EventDate> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <MonthlyEmployeeCost>10.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> <WaivedCoverage>N</WaivedCoverage> <WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>12/30/2022 08:00:00.000000 AM</TransactionDate> </SelectedCoverage> </EmployeeBenefits> Subsequent Change due to Qualifying Event: <EmployeeBenefits> <EmployeeID>000016</EmployeeID> <SSN>900990016</SSN> <FirstName>JAKE</FirstName> <MiddleName></MiddleName></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><LastName>RYAN</LastName> <Gender>M</Gender> <DOB>05/04/1984</DOB> <Offer> <EventReason>MARRIAGE</EventReason> <EventDate>07/01/2023</EventDate> <CoverageStartDate>07/01/2023</CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>07/01/2023 08:00:00.000000 AM</TransactionDate> <Plan> <PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </pre>
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Health Compliance Benefits Import XML File Specification

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Health Compliance Benefits Import XML File Specification

	<pre><DependentIdentifier>SAMANTHA-02161986</DependentIdentifier> <SSN>900991601</SSN> <FirstName>SAMANTHA</FirstName> <MiddleName></MiddleName> <LastName>RYAN</LastName> <Relationship>SPOUSE</Relationship> <SpouseIndicator>Y</SpouseIndicator> <BirthDate>02/16/1986</BirthDate> <Gender>F</Gender> </Dependent> </EmployeeBenefits></pre>
Example 17	How To Section Quick Reference Section
Description:	Marriage, Change Elected Coverage Level (Min Requirements)
Explanation:	Employee was enrolled in EE only coverage and was married later in the year. (Minimum Requirements)
Data Example:	Original Offer & Coverage: <pre><EmployeeBenefits> <EmployeeID>000017</EmployeeID> <SSN>900990017</SSN> <FirstName>JEFF</FirstName> <MiddleName></MiddleName> <LastName>SPICOLI</LastName> <Gender>M</Gender> <DOB>08/13/1982</DOB> <Offer> <EventReason>OPEN ENROLLMENT</EventReason> <EventDate>01/01/2023</EventDate> <CoverageStartDate>01/01/2023</CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>12/30/2022 08:00:00.000000 AM</TransactionDate> </Offer> <Plan> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost></pre>

Health Compliance Benefits Import XML File Specification

	<MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer> <SelectedCoverage> <EventReason>OPEN ENROLLMENT</EventReason> <EventDate>01/01/2023</EventDate> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> <WaivedCoverage>N</WaivedCoverage> <WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>12/30/2022 08:00:00.000000 AM</TransactionDate> </SelectedCoverage> </EmployeeBenefits> Subsequent Change due to Qualifying Event: <EmployeeBenefits> <EmployeeID>000017</EmployeeID> <SSN>900990017</SSN> <FirstName>JEFF</FirstName> <MiddleName></MiddleName> <LastName>SPICOLI</LastName> <Gender>M</Gender> <DOB>08/13/1982</DOB> <Offer> <EventReason>MARRIAGE</EventReason> <EventDate>07/01/2023</EventDate> <CoverageStartDate>07/01/2023</CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate>
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Health Compliance Benefits Import XML File Specification

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Health Compliance Benefits Import XML File Specification

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Example 18	How To Section Quick Reference Section
Description:	Elected Coverage, Married, Moves to Spouses Coverage
Explanation:	Employee was originally offered and elected benefits. He is later married and still eligible for benefits but goes on to his spouse’s coverage. (ADP Preferred) • The Marriage event on 9/1 includes an offer with the same medical plans passed for the Open Enrollment event. • The employee’s coverage ending on 08/31/2023 can be conveyed 3 different ways: 1. Existing coverage can be ended by only specifying the event reason, event date, and coverage end date. 2. Previous coverage can be restated with a coverage end date. 3. Selected coverage Marriage event indicates the employee “waived” coverage as of 9/1. • ADP Health Compliance interprets this combination as a continuation of eligibility and selected coverage is in effect through 8/30.
Data Example1:	Original Offer & Coverage: <pre><EmployeeID>000018</EmployeeID> <SSN>900990018</SSN> <FirstName>LANE</FirstName> <MiddleName></MiddleName> <LastName>MYER</LastName> <Gender>M</Gender> <DOB>08/23/1985</DOB> <Offer> <EventReason>OPEN ENROLLMENT</EventReason> <EventDate>01/01/2023</EventDate> <CoverageStartDate>01/01/2023</CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate></pre>

Health Compliance Benefits Import XML File Specification

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Health Compliance Benefits Import XML File Specification

	<pre><MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer> <SelectedCoverage> <EventReason>OPEN ENROLLMENT</EventReason> <EventDate>01/01/2023</EventDate> <PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> <WaivedCoverage>N</WaivedCoverage> <WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>12/30/2022 08:00:00.000000 AM</TransactionDate> </SelectedCoverage> </EmployeeBenefits> Subsequent Change due to Qualifying Event with Coverage Ending: <EmployeeBenefits> <EmployeeID>000018</EmployeeID> <SSN>900990018</SSN> <FirstName>LANE</FirstName> <MiddleName></MiddleName> <LastName>MYER</LastName> <Gender>M</Gender> <DOB>08/23/1985</DOB> <Offer> <EventReason>MOVING COVERAGE</EventReason> <EventDate>09/01/2023</EventDate> <CoverageStartDate>09/01/2023</CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>09/01/2023 08:00:00.000000 AM</TransactionDate> <Plan> <PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>10.00</MonthlyEmployeeCost></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer> <SelectedCoverage> <EventReason>MOVING COVERAGE</EventReason> <EventDate>09/01/2023</EventDate> <PlanCode></PlanCode> <PlanDescription></PlanDescription> <CoverageLevelCode></CoverageLevelCode> <CoverageLevelDescription></CoverageLevelDescription> <MonthlyEmployeeCost></MonthlyEmployeeCost> <MonthlyEmployerCost></MonthlyEmployerCost> <CoverageStartDate></CoverageStartDate> <CoverageEndDate>08/31/2023</CoverageEndDate> <WaivedCoverage></WaivedCoverage> <WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>09/01/2023 08:00:00.000000 AM</TransactionDate> </SelectedCoverage> </EmployeeBenefits></pre>
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Health Compliance Benefits Import XML File Specification

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Health Compliance Benefits Import XML File Specification

	<pre><MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer> <SelectedCoverage> <EventReason>OPEN ENROLLMENT</EventReason> <EventDate>01/01/2023</EventDate> <PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> <WaivedCoverage>N</WaivedCoverage> <WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>12/30/2022 08:00:00.000000 AM</TransactionDate> </SelectedCoverage> </EmployeeBenefits> Second Change Example: <EmployeeBenefits> <EmployeeID>000182</EmployeeID> <SSN>900990182</SSN> <FirstName>PAUL</FirstName> <MiddleName></MiddleName> <LastName>SUMMERS</LastName> <Gender>M</Gender> <DOB>08/23/1985</DOB> <Offer> <EventReason>MOVING COVERAGE</EventReason> <EventDate>09/01/2023</EventDate> <CoverageStartDate>09/01/2023</CoverageStartDate></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>09/01/2023 08:00:00.000000 AM</TransactionDate> <Plan> <PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><MonthlyEmployeeCost>10.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer> <SelectedCoverage> <EventReason>OPEN ENROLLMENT</EventReason> <EventDate>09/01/2023</EventDate> <PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate>08/31/2023</CoverageEndDate> <WaivedCoverage>N</WaivedCoverage> <WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>09/01/2023 08:00:00.000000 AM</TransactionDate> </SelectedCoverage> </EmployeeBenefits></pre>
Data Example 3:	Original Offer & Coverage: <pre><EmployeeBenefits> <EmployeeID>000183</EmployeeID> <SSN>900990183</SSN> <FirstName>JOEY</FirstName> <MiddleName></MiddleName> <LastName>BARGERON</LastName> <Gender>M</Gender> <DOB>08/23/1985</DOB> <Offer> <EventReason>OPEN ENROLLMENT</EventReason> <EventDate>01/01/2023</EventDate> <CoverageStartDate>01/01/2023</CoverageStartDate></pre>

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Health Compliance Benefits Import XML File Specification

	<pre><PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>12/30/2022 08:00:00.000000 AM</TransactionDate> <Plan> <PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><MonthlyEmployeeCost>10.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer> <SelectedCoverage> <EventReason>OPEN ENROLLMENT</EventReason> <EventDate>01/01/2023</EventDate> <PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> <WaivedCoverage>N</WaivedCoverage> <WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>12/30/2022 08:00:00.000000 AM</TransactionDate> </SelectedCoverage> </EmployeeBenefits> <EmpEmployeeBenefits> Third Change Example: <EmployeeBenefits> <EmployeeID>000183</EmployeeID> <SSN>900990183</SSN> <FirstName>JOEY</FirstName> <MiddleName></MiddleName> <LastName>BARGERON</LastName> <Gender>M</Gender> <DOB>08/23/1985</DOB> <Offer> <EventReason>MOVING COVERAGE</EventReason></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><EventDate>09/01/2023</EventDate> <CoverageStartDate>09/01/2023</CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>09/01/2023 08:00:00.000000 AM</TransactionDate> <Plan> <PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>10.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer> <SelectedCoverage> <EventReason>OPEN ENROLLMENT</EventReason> <EventDate>09/01/2023</EventDate> <PlanCode></PlanCode> <PlanDescription></PlanDescription> <CoverageLevelCode></CoverageLevelCode> <CoverageLevelDescription></CoverageLevelDescription> <MonthlyEmployeeCost></MonthlyEmployeeCost> <MonthlyEmployerCost></MonthlyEmployerCost> <CoverageStartDate>09/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> <WaivedCoverage>Y</WaivedCoverage> <WaiverReasonCode>06</WaiverReasonCode> <WaiverReasonDescription>UNKNOWN</WaiverReasonDescription> <TransactionDate>09/01/2023 08:00:00.000000 AM</TransactionDate> </SelectedCoverage> </EmployeeBenefits></pre>
Example 19	How To Section Quick Reference Section
Description:	Elected Coverage, Dependent Ages out of Coverage
Explanation:	Employee is covered under a family plan. One of his children ages out (Dependent 4), but he and the rest of the family are still covered. In this example, the dependent coverage end date is inferred based on the absence of a subsequent dependent coverage record.

Health Compliance Benefits Import XML File Specification

	• The dependent dropped from coverage is Dependent: 04. The new selected coverage records effective 5/31/2023 will force a selected coverage end date of 5/30/2023 for the employee and all the dependents for the coverage segment beginning 01/01/2023 • The presence of a new participant coverage (COVG) segment without a corresponding dependent coverage (DEPI) segment for the dependent that aged out, but with the rest of the dependents, will result in continuing coverage for the employee and the rest of the dependents. • To set the correct coverage end date for a dependent(s), the new selected coverage start date must reflect the day after coverage ends for the dependent.
Data Example:	Original Offer & Coverage: <pre><EmployeeBenefits> <EmployeeID>000019</EmployeeID> <SSN>900990019</SSN> <FirstName>VINCE</FirstName> <MiddleName></MiddleName> <LastName>LARKIN</LastName> <Gender>M</Gender> <DOB>08/08/1986</DOB> <Offer> <EventReason>OPEN ENROLLMENT</EventReason> <EventDate>01/01/2023</EventDate> <CoverageStartDate>01/01/2023</CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>12/30/2022 08:00:00.000000 AM</TransactionDate> <Plan> <PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Plan> <PlanCode>MED2</PlanCode></pre>

Health Compliance Benefits Import XML File Specification

	<pre><PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>10.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer> <SelectedCoverage> <EventReason>OPEN ENROLLMENT</EventReason> <EventDate>01/01/2023</EventDate> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>+FAM</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE+FAMILY</CoverageLevelDescription> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <CoverageStartDate>01/01/2023</CoverageStartDate></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><CoverageEndDate></CoverageEndDate> <WaivedCoverage>N</WaivedCoverage> <WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>12/30/2022 08:00:00.000000 AM</TransactionDate> <DependentCoverage> <DependentIdentifier>TRICIA-02161985</DependentIdentifier> <SSN>900991901</SSN> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> </DependentCoverage> <DependentCoverage> <DependentIdentifier>NICOLAS-05162008</DependentIdentifier> <SSN>900991902</SSN> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> </DependentCoverage> <DependentCoverage> <DependentIdentifier>CASEY-04162011</DependentIdentifier> <SSN>900991903</SSN> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> </DependentCoverage> <DependentCoverage> <DependentIdentifier>DUNCAN-05311997</DependentIdentifier> <SSN>900991904</SSN> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> </DependentCoverage> </SelectedCoverage> <Dependent> <DependentIdentifier>TRICIA-02161985</DependentIdentifier> <SSN>900991901</SSN> <FirstName>TRICIA</FirstName> <MiddleName></MiddleName> <LastName>LARKIN</LastName> <Relationship>SPOUSE</Relationship> <SpouseIndicator>Y</SpouseIndicator> <BirthDate>02/16/1985</BirthDate> <Gender>F</Gender> </Dependent></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><Dependent> <DependentIdentifier>NICOLAS-05162008</DependentIdentifier> <SSN>900991902</SSN> <FirstName>NICOLAS</FirstName> <MiddleName></MiddleName> <LastName>LARKIN</LastName> <Relationship>CHILD</Relationship> <SpouseIndicator>N</SpouseIndicator> <BirthDate>05/16/2008</BirthDate> <Gender>M</Gender> </Dependent> <Dependent> <DependentIdentifier>CASEY-04162011</DependentIdentifier> <SSN>900991903</SSN> <FirstName>CASEY</FirstName> <MiddleName></MiddleName> <LastName>LARKIN</LastName> <Relationship>CHILD</Relationship> <SpouseIndicator>N</SpouseIndicator> <BirthDate>04/16/2011</BirthDate> <Gender>M</Gender> </Dependent> <Dependent> <DependentIdentifier>DUNCAN-05311997</DependentIdentifier> <SSN>900991904</SSN> <FirstName>DUNCAN</FirstName> <MiddleName></MiddleName> <LastName>LARKIN</LastName> <Relationship>CHILD</Relationship> <SpouseIndicator>N</SpouseIndicator> <BirthDate>05/31/1997</BirthDate> <Gender>M</Gender> </Dependent> </EmployeeBenefits> Subsequent Change due to Qualifying Event: <EmployeeBenefits> <EmployeeID>000019</EmployeeID> <SSN>900990019</SSN> <FirstName>VINCE</FirstName> <MiddleName></MiddleName></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><LastName>LARKIN</LastName> <Gender>M</Gender> <DOB>08/08/1986</DOB> <Offer> <EventReason>DEPENDENT CHANGE</EventReason> <EventDate>05/31/2023</EventDate> <CoverageStartDate>05/31/2023</CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>05/31/2023 08:00:00.000000 AM</TransactionDate> <Plan> <PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer></pre>
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Health Compliance Benefits Import XML File Specification

	<pre></Plan> <Plan> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>10.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer> <SelectedCoverage> <EventReason>DEPENDENT CHANGE</EventReason> <EventDate>05/30/2023</EventDate> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>+FAM</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE+FAMILY</CoverageLevelDescription> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <CoverageStartDate>05/31/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> <WaivedCoverage>N</WaivedCoverage> <WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>05/31/2023 08:00:00.000000 AM</TransactionDate> <DependentCoverage> <DependentIdentifier>TRICIA-02161985</DependentIdentifier> <SSN>900991901</SSN> <CoverageStartDate>05/31/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> </DependentCoverage> <DependentCoverage> <DependentIdentifier>NICOLAS-05162008</DependentIdentifier></pre>
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Health Compliance Benefits Import XML File Specification

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Health Compliance Benefits Import XML File Specification

	<BirthDate>04/16/2011</BirthDate> <Gender>M</Gender> </Dependent> </EmployeeBenefits>
Example 20	How To Section Quick Reference Section
Description:	Enrolled, Later Terminated Employment
Explanation:	Employee received an offer and enrolled in coverage during Open Enrollment. Employee terminated 06/01/2023, resulting in a loss of eligibility and coverage terminating. • Benefits import: ADP Health Compliance does not specify end dates for offers; an offer ceases to be in effect when a subsequent offer supersedes it. • When terminating eligibility, it is expected that an Offer with no plans will be passed to show that the employee is no longer eligible. • Since this loss of eligibility offer will end the previously existing offer on the day before, it is necessary to pass the event date of the loss of eligibility offer as the first day they are no longer eligible. • Note that the loss of eligibility OFFR record does not have a coverage start date since coverage cannot start when they are not offered any plans in which to enroll. • Since they are considered not to be employed on their termination date (06/01/2023) coverage should end the day before (05/31/2023). There are 2 ways this data could be passed: 1. When termination occurs, send just the loss of eligibility offer and an abbreviated termination COVG record. In an abbreviated termination coverage record, the Event reason, event date and Coverage end date are required on the COVG record. The medical plan details are not required (code & description, coverage level code & description, employee & employer cost and waived info) 2. Restate the prior coverage with a coverage end date. This is also the way a historical benefits file should appear, such as when benefits history needs to be supplied back to the beginning of the tax year.
Data Example 1:	Original Offer & Coverage: <EmployeeBenefits> <EmployeeID>000020</EmployeeID> <SSN>900990020</SSN> <FirstName>JASON</FirstName> <MiddleName></MiddleName> <LastName>VOORHEES</LastName> <Gender>M</Gender> <DOB>05/09/1980</DOB> <Offer> <EventReason>OPEN ENROLLMENT</EventReason> <EventDate>01/01/2023</EventDate>

Health Compliance Benefits Import XML File Specification

	<pre><CoverageStartDate>01/01/2023</CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>12/30/2022 08:00:00.000000 AM</TransactionDate> <Plan> <PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>10.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer> <SelectedCoverage> <EventReason>OPEN ENROLLMENT</EventReason> <EventDate>01/01/2023</EventDate> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <MonthlyEmployeeCost>10.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> <WaivedCoverage>N</WaivedCoverage> <WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>12/30/2022 08:00:00.000000 AM</TransactionDate> </SelectedCoverage> </EmployeeBenefits> Subsequent Change due to Qualifying Event: <EmployeeBenefits> <EmployeeID>000020</EmployeeID> <SSN>900990020</SSN> <FirstName>JASON</FirstName> <MiddleName></MiddleName> <LastName>VOORHEES</LastName> <Gender>M</Gender> <DOB>05/09/1980</DOB> <Offer> <EventReason>TERMINATION</EventReason></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><EventDate>06/01/2023</EventDate> <CoverageStartDate></CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>06/01/2023 08:00:00.000000 AM</TransactionDate> </Offer> <SelectedCoverage> <EventReason>TERMINATION 06/01/2023</EventReason> <EventDate>06/01/2023</EventDate> <PlanCode></PlanCode> <PlanDescription></PlanDescription> <CoverageLevelCode></CoverageLevelCode> <CoverageLevelDescription></CoverageLevelDescription> <MonthlyEmployeeCost></MonthlyEmployeeCost> <MonthlyEmployerCost></MonthlyEmployerCost> <CoverageStartDate></CoverageStartDate> <CoverageEndDate>05/31/2023</CoverageEndDate> <WaivedCoverage></WaivedCoverage> <WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>06/01/2023 08:00:00.000000 AM</TransactionDate> </SelectedCoverage> </EmployeeBenefits></pre>
Data Example 2:	Two Offers & One Coverage: <pre><EmployeeBenefits> <EmployeeID>000202</EmployeeID> <SSN>900990202</SSN> <FirstName>REXN</FirstName> <MiddleName></MiddleName> <LastName>GERLINGER</LastName> <Gender>M</Gender> <DOB>05/09/1980</DOB> <Offer> <EventReason>OPEN ENROLLMENT</EventReason> <EventDate>01/01/2023</EventDate> <CoverageStartDate>01/01/2023</CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>12/30/2022 08:00:00.000000 AM</TransactionDate> <Plan></pre>

Health Compliance Benefits Import XML File Specification

	<pre><PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>10.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer> <SelectedCoverage> <EventReason>OPEN ENROLLMENT</EventReason> <EventDate>01/01/2023</EventDate> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <MonthlyEmployeeCost>10.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate>05/31/2023</CoverageEndDate> <WaivedCoverage>N</WaivedCoverage> <WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>12/30/2022 08:00:00.000000 AM</TransactionDate> </SelectedCoverage> <Offer> <EventReason>TERMINATION</EventReason> <EventDate>06/01/2023</EventDate> <CoverageStartDate></CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>06/01/2023 08:00:00.000000 AM</TransactionDate> </Offer> </EmployeeBenefits></pre>
Example 21	How To Section Quick Reference Section
Description:	Enrolled, Later Terminated Employment (Coverage Extends)
Explanation:	Employee was originally offered and elected benefits but was terminated later in the year. He terminates employment the middle of July, losing eligibility and ending his selected coverage. The employer allows selected coverage to extend to the end of the month in which the termination of employment occurs. • The HR import will contain a termination date and status, effective 7/16. This does NOT have any impact on benefit eligibility or elections.

Health Compliance Benefits Import XML File Specification

	• The Offer record reflects the first day of ineligibility as 7/16 • The subsequent selected coverage node reflects coverage which is ending 07/31/2023.
Data Example:	Original Offer & Coverage: <pre><EmployeeBenefits> <EmployeeID>000021</EmployeeID> <SSN>900990021</SSN> <FirstName>WYATT</FirstName> <MiddleName></MiddleName> <LastName>DONNELLY</LastName> <Gender>M</Gender> <DOB>08/02/1985</DOB> <Offer> <EventReason>OPEN ENROLLMENT</EventReason> <EventDate>01/01/2023</EventDate> <CoverageStartDate>01/01/2023</CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>12/30/2022 08:00:00.000000 AM</TransactionDate> <Plan> <PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Plan> <Plan> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode></pre>

Health Compliance Benefits Import XML File Specification

	<pre><CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>10.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer> <SelectedCoverage> <EventReason>OPEN ENROLLMENT</EventReason> <EventDate>01/01/2023</EventDate> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <MonthlyEmployeeCost>20.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> <WaivedCoverage>N</WaivedCoverage></pre>
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Health Compliance Benefits Import XML File Specification

	<WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>12/30/2022 08:00:00.000000 AM</TransactionDate> </SelectedCoverage> </EmployeeBenefits> Subsequent Change due to Qualifying Event: <EmployeeBenefits> <EmployeeID>000021</EmployeeID> <SSN>900990021</SSN> <FirstName>WYATT</FirstName> <MiddleName></MiddleName> <LastName>DONNELLY</LastName> <Gender>M</Gender> <DOB>08/02/1985</DOB> <Offer> <EventReason>TERMINATION 07/16/2023</EventReason> <EventDate>07/16/2023</EventDate> <CoverageStartDate></CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>07/16/2023 08:00:00.000000 AM</TransactionDate> </Offer> <SelectedCoverage> <EventReason>TERMINATION 07/16/2023</EventReason> <EventDate>07/16/2023</EventDate> <PlanCode></PlanCode> <PlanDescription></PlanDescription> <CoverageLevelCode></CoverageLevelCode> <CoverageLevelDescription></CoverageLevelDescription> <MonthlyEmployeeCost></MonthlyEmployeeCost> <MonthlyEmployerCost></MonthlyEmployerCost> <CoverageStartDate></CoverageStartDate> <CoverageEndDate>07/31/2023</CoverageEndDate> <WaivedCoverage></WaivedCoverage> <WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>07/16/2023 08:00:00.000000 AM</TransactionDate> </SelectedCoverage> </EmployeeBenefits>
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Health Compliance Benefits Import XML File Specification

Example 22	How To Section Quick Reference Section
Description:	Waive Coverage, Terminated Later in Year
Explanation:	Employee was originally offered benefits and chose to waive but was terminated later in the year. - The OFFER with the Event Reason “TERMINATION” and Event Date 08/01 ends eligibility as of 7/31. - No need to terminate a waived coverage.
Data Example:	Original Offer & Coverage: <EmployeeBenefits> <EmployeeID>000022</EmployeeID> <SSN>900990022</SSN> <FirstName>GARY</FirstName> <MiddleName></MiddleName> <LastName>WALLACE</LastName> <Gender>M</Gender> <DOB>08/02/1985</DOB> <Offer> <EventReason>OPEN ENROLLMENT</EventReason> <EventDate>01/01/2023</EventDate> <CoverageStartDate>01/01/2023</CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>12/30/2022 08:00:00.000000 AM</TransactionDate> <Plan> <PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer> <Plan> <PlanCode>MED2</PlanCode>

Health Compliance Benefits Import XML File Specification

	<pre><PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>10.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer> <SelectedCoverage> <EventReason>OE01/01/2023</EventReason> <EventDate>01/01/2023</EventDate> <PlanCode></PlanCode> <PlanDescription></PlanDescription> <CoverageLevelCode></CoverageLevelCode> <CoverageLevelDescription></CoverageLevelDescription> <MonthlyEmployeeCost></MonthlyEmployeeCost> <MonthlyEmployerCost></MonthlyEmployerCost> <CoverageStartDate>01/01/2023</CoverageStartDate></pre>
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Health Compliance Benefits Import XML File Specification

	<CoverageEndDate></CoverageEndDate> <WaivedCoverage>Y</WaivedCoverage> <WaiverReasonCode>06</WaiverReasonCode> <WaiverReasonDescription>UNKNOWN</WaiverReasonDescription> <TransactionDate>12/30/2022 10:32:45.123456 AM</TransactionDate> </SelectedCoverage> </EmployeeBenefits> Subsequent Change due to Qualifying Event: <EmployeeBenefits> <EmployeeID>000022</EmployeeID> <SSN>900990022</SSN> <FirstName>GARY</FirstName> <MiddleName></MiddleName> <LastName>WALLACE</LastName> <Gender>M</Gender> <DOB>08/02/1985</DOB> <Offer> <EventReason>TERMINATION</EventReason> <EventDate>08/01/2023</EventDate> <CoverageStartDate></CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>08/01/2023</PlanYearEndDate> <TransactionDate>08/01/2023 08:00:00.000000 AM</TransactionDate> </Offer> </EmployeeBenefits>
Example 23	How To Section Quick Reference Section
Description:	Terminating coverage for an employee with all the dependents, with the same effective date.
Explanation:	There are two ways of achieving this: 1. No Dependents coverage records (DEPI) are to be included. This is the abbreviated method. 2. Send the full (all elements valued) coverage record (COVG) with the Coverage End Date as the last day of coverage for both employee and dependents. Include the dependents with the same coverage End Date as the employee.
Data Example 1:	Original Offer & Coverage: <EmployeeBenefits> <EmployeeID>000023</EmployeeID> <SSN>900990023</SSN> <FirstName>HARRY</FirstName>

Health Compliance Benefits Import XML File Specification

	<pre><MiddleName></MiddleName> <LastName>JONES</LastName> <Gender>M</Gender> <DOB>06/11/1985</DOB> <Offer> <EventReason>ANNUAL ENROLLMENT</EventReason> <EventDate>10/01/2022</EventDate> <CoverageStartDate>01/01/2023</CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>10/01/2022 08:00:00.000000 AM</TransactionDate> <Plan> <PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Plan> <Plan> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>10.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer> <SelectedCoverage> <EventReason>ANNUAL ENROLLMENT</EventReason> <EventDate>10/01/2022</EventDate> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>FAM</CoverageLevelCode> <CoverageLevelDescription>FAMILY</CoverageLevelDescription> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> <WaivedCoverage>N</WaivedCoverage> <WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>10/01/2022 08:00:00.000000 AM</TransactionDate> <DependentCoverage> <DependentIdentifier>DEBRA-04161987</DependentIdentifier> <SSN>900992301</SSN> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> </DependentCoverage> <DependentCoverage></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><DependentIdentifier>SCOTTY-04161997</DependentIdentifier> <SSN>900992302</SSN> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> </DependentCoverage> <DependentCoverage> <DependentIdentifier>CHARITY-04161999</DependentIdentifier> <SSN>900992303</SSN> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> </DependentCoverage> </SelectedCoverage> <Dependent> <DependentIdentifier>DEBRA-04161987</DependentIdentifier> <SSN>900992301</SSN> <FirstName>DEBRA</FirstName> <MiddleName></MiddleName> <LastName>JONES</LastName> <Relationship>SPOUSE</Relationship> <SpouseIndicator>Y</SpouseIndicator> <BirthDate>04/16/1987</BirthDate> <Gender>F</Gender> </Dependent> <Dependent> <DependentIdentifier>SCOTTY-04161997</DependentIdentifier> <SSN>900992302</SSN> <FirstName>SCOTTY</FirstName> <MiddleName></MiddleName> <LastName>JONES</LastName> <Relationship>CHILD</Relationship> <SpouseIndicator>N</SpouseIndicator> <BirthDate>04/16/1997</BirthDate> <Gender>M</Gender> </Dependent> <Dependent> <DependentIdentifier>CHARITY-04161999</DependentIdentifier> <SSN>900992303</SSN> <FirstName>CHARITY</FirstName> <MiddleName></MiddleName> <LastName>JONES</LastName> <Relationship>CHILD</Relationship></pre>
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Health Compliance Benefits Import XML File Specification

	<SpouseIndicator>N</SpouseIndicator> <BirthDate>04/16/1999</BirthDate> <Gender>F</Gender> </Dependent> </EmployeeBenefits> Subsequent Change due to Qualifying Event: <EmployeeBenefits> <EmployeeID>000023</EmployeeID> <SSN>900990023</SSN> <FirstName>HARRY</FirstName> <MiddleName></MiddleName> <LastName>JONES</LastName> <Gender>M</Gender> <DOB>06/11/1985</DOB> <Offer> <EventReason>TERMINATION 03/01/2023</EventReason> <EventDate>03/01/2023</EventDate> <CoverageStartDate></CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>03/01/2023</PlanYearEndDate> <TransactionDate>03/01/2023 08:00:00.000000 AM</TransactionDate> </Offer> <SelectedCoverage> <EventReason>TERMINATION 03/01/2023</EventReason> <EventDate>03/01/2023</EventDate> <PlanCode></PlanCode> <PlanDescription></PlanDescription> <CoverageLevelCode></CoverageLevelCode> <CoverageLevelDescription></CoverageLevelDescription> <MonthlyEmployeeCost></MonthlyEmployeeCost> <MonthlyEmployerCost></MonthlyEmployerCost> <CoverageStartDate></CoverageStartDate> <CoverageEndDate>02/28/2023</CoverageEndDate> <WaivedCoverage></WaivedCoverage> <WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>03/01/2023 10:42:45.123456 AM</TransactionDate> </SelectedCoverage> </EmployeeBenefits>
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Health Compliance Benefits Import XML File Specification

Data Example 2:	Original Offer & Coverage: <pre><EmployeeBenefits> <EmployeeID>000232</EmployeeID> <SSN>900990232</SSN> <FirstName>EDDIE</FirstName> <MiddleName></MiddleName> <LastName>WILLIAMS</LastName> <Gender>M</Gender> <DOB>06/11/1985</DOB> <Offer> <EventReason>ANNUAL ENROLLMENT</EventReason> <EventDate>10/01/2022</EventDate> <CoverageStartDate>01/01/2023</CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>10/01/2022 08:00:00.000000 AM</TransactionDate> <Plan> <PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Plan> <Plan> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> </Plan> </EmployeeBenefits></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>10.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer> <SelectedCoverage> <EventReason>ANNUAL ENROLLMENT</EventReason> <EventDate>10/01/2022</EventDate> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>FAM</CoverageLevelCode> <CoverageLevelDescription>FAMILY</CoverageLevelDescription> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> <WaivedCoverage>N</WaivedCoverage> <WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>10/01/2022 08:00:00.000000 AM</TransactionDate> <DependentCoverage> <DependentIdentifier>DEBRA-04161987</DependentIdentifier></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><SSN>900992321</SSN> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> </DependentCoverage> <DependentCoverage> <DependentIdentifier>SCOTTY-04161997</DependentIdentifier> <SSN>900992322</SSN> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> </DependentCoverage> <DependentCoverage> <DependentIdentifier>CHARITY-04161999</DependentIdentifier> <SSN>900992323</SSN> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> </DependentCoverage> </SelectedCoverage> <Dependent> <DependentIdentifier>DEBRA-04161987</DependentIdentifier> <SSN>900992321</SSN> <FirstName>DEBRA</FirstName> <MiddleName></MiddleName> <LastName>WILLIAMS</LastName> <Relationship>SPOUSE</Relationship> <SpouseIndicator>Y</SpouseIndicator> <BirthDate>04/16/1987</BirthDate> <Gender>F</Gender> </Dependent> <Dependent> <DependentIdentifier>SCOTTY-04161997</DependentIdentifier> <SSN>900992322</SSN> <FirstName>SCOTTY</FirstName> <MiddleName></MiddleName> <LastName>WILLIAMS</LastName> <Relationship>CHILD</Relationship> <SpouseIndicator>N</SpouseIndicator> <BirthDate>04/16/1997</BirthDate> <Gender>M</Gender> </Dependent> <Dependent> <DependentIdentifier>CHARITY-04161999</DependentIdentifier></pre>
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Health Compliance Benefits Import XML File Specification

	<pre><SSN>900992323</SSN> <FirstName>CHARITY</FirstName> <MiddleName></MiddleName> <LastName>WILLIAMS</LastName> <Relationship>CHILD</Relationship> <SpouseIndicator>N</SpouseIndicator> <BirthDate>04/16/1999</BirthDate> <Gender>F</Gender> </Dependent> </EmployeeBenefits> Subsequent Change due to Qualifying Event: <EmployeeBenefits> <EmployeeID>000232</EmployeeID> <SSN>900990232</SSN> <FirstName>EDDIE</FirstName> <MiddleName></MiddleName> <LastName>WILLIAMS</LastName> <Gender>M</Gender> <DOB>06/11/1985</DOB> <Offer> <EventReason>TERMINATION 03/01/2023</EventReason> <EventDate>03/01/2023</EventDate> <CoverageStartDate></CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>03/01/2023</PlanYearEndDate> <TransactionDate>03/01/2023 08:00:00.000000 AM</TransactionDate> </Offer> <SelectedCoverage> <EventReason>TERMINATION 03/01/2023</EventReason> <EventDate>03/01/2023</EventDate> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>FAM</CoverageLevelCode> <CoverageLevelDescription>FAMILY</CoverageLevelDescription> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate>02/28/2023</CoverageEndDate> <WaivedCoverage>N</WaivedCoverage> <WaiverReasonCode></WaiverReasonCode></pre>
--	---

Health Compliance Benefits Import XML File Specification

	<pre><WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>03/01/2023 10:42:45.123456 AM</TransactionDate> <DependentCoverage> <DependentIdentifier>DEBRA-04161987</DependentIdentifier> <SSN>900992321</SSN> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate>02/28/2023</CoverageEndDate> </DependentCoverage> <DependentCoverage> <DependentIdentifier>SCOTTY-04161997</DependentIdentifier> <SSN>900992322</SSN> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate>02/28/2023</CoverageEndDate> </DependentCoverage> <DependentCoverage> <DependentIdentifier>CHARITY-04161999</DependentIdentifier> <SSN>900992323</SSN> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate>02/28/2023</CoverageEndDate> </DependentCoverage> </SelectedCoverage> <Dependent> <DependentIdentifier>DEBRA-04161987</DependentIdentifier> <SSN>900992321</SSN> <FirstName>DEBRA</FirstName> <MiddleName></MiddleName> <LastName>WILLIAMS</LastName> <Relationship>SPOUSE</Relationship> <SpouseIndicator>Y</SpouseIndicator> <BirthDate>04/16/1987</BirthDate> <Gender>F</Gender> </Dependent> <Dependent> <DependentIdentifier>SCOTTY-04161997</DependentIdentifier> <SSN>900992322</SSN> <FirstName>SCOTTY</FirstName> <MiddleName></MiddleName> <LastName>WILLIAMS</LastName> <Relationship>CHILD</Relationship> <SpouseIndicator>N</SpouseIndicator> <BirthDate>04/16/1997</BirthDate></pre>
--	---

Health Compliance Benefits Import XML File Specification

	<pre><Gender>M</Gender> </Dependent> <Dependent> <DependentIdentifier>CHARITY-04161999</DependentIdentifier> <SSN>900992323</SSN> <FirstName>CHARITY</FirstName> <MiddleName></MiddleName> <LastName>WILLIAMS</LastName> <Relationship>CHILD</Relationship> <SpouseIndicator>N</SpouseIndicator> <BirthDate>04/16/1999</BirthDate> <Gender>F</Gender> </Dependent> </EmployeeBenefits></pre>
Example 24	How To Section Quick Reference Section
Description:	Correction to Rescind Coverage
Explanation:	Employee is hired 12/15/2022 and offered coverage that he elects that will begin 01/01/2023 but he terminates 12/25/2022 before that coverage can take effect. The Rescinded coverage should have a coverage end date that is one day before the coverage start date. Upon hire the Offer (OFFR) and Selected Coverage (COVG) are sent There are two methods that can be used correct and rescind the coverage: 1. Rescind Coverage - upon termination the Offer is corrected to reflect no plans offered 2. Termed Before Eligible - upon termination an offer with no plans, the same effective date, and a later transaction date is sent to supersede that previous offer
Data Example 1:	Original Offer & Coverage: <pre><EmployeeBenefits> <EmployeeID>000024</EmployeeID> <SSN>900990024</SSN> <FirstName>JAMES</FirstName> <MiddleName></MiddleName> <LastName>BLACK</LastName> <Gender>M</Gender> <DOB>06/11/1985</DOB> <Offer> <EventReason>NEW HIRE</EventReason></pre>

Health Compliance Benefits Import XML File Specification

	<pre><EventDate>12/15/2022</EventDate> <CoverageStartDate>01/01/2023</CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>12/15/2022 08:00:00.000000 AM</TransactionDate> <Plan> <PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode></pre>
--	---

Health Compliance Benefits Import XML File Specification

	<pre><CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>10.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer> <SelectedCoverage> <EventReason>NEW HIRE</EventReason> <EventDate>12/15/2022</EventDate> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate>12/31/2023</CoverageEndDate> <WaivedCoverage>N</WaivedCoverage> <WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>12/15/2022 08:00:00.000000 AM</TransactionDate> </SelectedCoverage> </EmployeeBenefits> Subsequent Change due to Qualifying Event: <EmployeeBenefits> <EmployeeID>000024</EmployeeID> <SSN>900990024</SSN> <FirstName>JAMES</FirstName> <MiddleName></MiddleName> <LastName>BLACK</LastName> <Gender>M</Gender> <DOB>06/11/1985</DOB> </Offer></pre>
--	--

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Health Compliance Benefits Import XML File Specification

	<pre><EventReason>NEW HIRE</EventReason> <EventDate>12/15/2022</EventDate> <CoverageStartDate></CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>12/25/2022 08:00:00.000000 AM</TransactionDate> </Offer> <SelectedCoverage> <EventReason>RESCIND COVERAGE</EventReason> <EventDate>12/25/2022</EventDate> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <MonthlyEmployeeCost>0.00</MonthlyEmployeeCost> <MonthlyEmployerCost>0.00</MonthlyEmployerCost> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate>12/31/2022</CoverageEndDate> <WaivedCoverage>N</WaivedCoverage> <WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>12/15/2022 08:00:00.000000 AM</TransactionDate> </SelectedCoverage> </EmployeeBenefits></pre>
Data Example 2:	Original Offer & Coverage: <pre><EmployeeBenefits> <EmployeeID>000242</EmployeeID> <SSN>900990242</SSN> <FirstName>DANNY</FirstName> <MiddleName></MiddleName> <LastName>BONNELL</LastName> <Gender>M</Gender> <DOB>06/11/1985</DOB> <Offer> <EventReason>NEW HIRE</EventReason> <EventDate>12/15/2022</EventDate> <CoverageStartDate>01/01/2023</CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>12/15/2022 08:00:00.000000 AM</TransactionDate> <Plan></pre>

Health Compliance Benefits Import XML File Specification

	<pre><PlanCode>MED1</PlanCode> <PlanDescription>MEDICAL ONE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>50.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan> <DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> <Plan> <PlanCode>MED3</PlanCode> <PlanDescription>MEDICAL THREE</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <EmployeeOnlyCoverageLevel>Y</EmployeeOnlyCoverageLevel> <MonthlyEmployeeCost>10.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <MinimumEssentialCoverage>Y</MinimumEssentialCoverage> <MinimumValuePlan>Y</MinimumValuePlan></pre>
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Health Compliance Benefits Import XML File Specification

	<DependentCoverageAvailable>Y</DependentCoverageAvailable> <SpouseCoverageAvailable>Y</SpouseCoverageAvailable> <SelfInsured>Y</SelfInsured> <BasePlanActuarialValue></BasePlanActuarialValue> <WaitPeriodIndicator>Y</WaitPeriodIndicator> </Plan> </Offer> <SelectedCoverage> <EventReason>NEW HIRE</EventReason> <EventDate>12/15/2022</EventDate> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <MonthlyEmployeeCost>25.00</MonthlyEmployeeCost> <MonthlyEmployerCost>100.00</MonthlyEmployerCost> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate></CoverageEndDate> <WaivedCoverage>N</WaivedCoverage> <WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>12/15/2022 08:00:00.000000 AM</TransactionDate> </SelectedCoverage> </EmployeeBenefits> Subsequent Change due to Qualifying Event: <EmployeeBenefits> <EmployeeID>000242</EmployeeID> <SSN>900990242</SSN> <FirstName>JAMES</FirstName> <MiddleName></MiddleName> <LastName>BLACK</LastName> <Gender>M</Gender> <DOB>06/11/1985</DOB> <Offer> <EventReason>TERMED BEORE ELIGIBLE</EventReason> <EventDate>01/01/2023</EventDate> <CoverageStartDate></CoverageStartDate> <PlanYearStartDate>01/01/2023</PlanYearStartDate> <PlanYearEndDate>12/31/2023</PlanYearEndDate> <TransactionDate>12/20/2022 08:00:00.000000 AM</TransactionDate>
--	--

Health Compliance Benefits Import XML File Specification

	<pre></Offer> <SelectedCoverage> <EventReason>TERMED BEORE ELIGIBLE</EventReason> <EventDate>12/25/2022</EventDate> <PlanCode>MED2</PlanCode> <PlanDescription>MEDICAL TWO</PlanDescription> <CoverageLevelCode>EE</CoverageLevelCode> <CoverageLevelDescription>EMPLOYEE ONLY</CoverageLevelDescription> <MonthlyEmployeeCost>0.00</MonthlyEmployeeCost> <MonthlyEmployerCost>0.00</MonthlyEmployerCost> <CoverageStartDate>01/01/2023</CoverageStartDate> <CoverageEndDate>12/31/2022</CoverageEndDate> <WaivedCoverage>N</WaivedCoverage> <WaiverReasonCode></WaiverReasonCode> <WaiverReasonDescription></WaiverReasonDescription> <TransactionDate>12/20/2022 08:00:00.000000 AM</TransactionDate> </SelectedCoverage> </EmployeeBenefits></pre>
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Health Compliance Benefits Import XML File Specification

Appendix A

XSD for XML Validation & File Generation

This XSD can be used for validating the format of the ADP Health Compliance Benefits XML or used for generation of the XML in the correct structure.

```
<?xml version="1.0" encoding="utf-8"?><?xml version="1.0" encoding="utf-8"?> <!-- This XSD is to be used with the Version 8.0 - ACA Benefits Import File Specifications -->

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        <xs:element name="ACAHeader">
          <xs:complexType>
            <xs:all>
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```

Health Compliance Benefits Import XML File Specification

```

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</xs:complexType>

```

Health Compliance Benefits Import XML File Specification

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        <xs:complexType>
          <xs:choice maxOccurs="unbounded">
            <xs:element name="EmployeeID" minOccurs="0" maxOccurs="1">
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                  <xs:maxLength value="40" />
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Health Compliance Benefits Import XML File Specification

```

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  </xs:simpleType>
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Health Compliance Benefits Import XML File Specification

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Health Compliance Benefits Import XML File Specification

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```

Health Compliance Benefits Import XML File Specification

```

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Health Compliance Benefits Import XML File Specification

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    <xs:simpleType>
        <xs:restriction base="xs:string">
            <xs:maxLength value="1" />
        </xs:restriction>
    </xs:simpleType>
</xs:element>
<xs:element name="BasePlanActuarialValue" minOccurs="0" maxOccurs="1">
    <xs:simpleType>
        <xs:restriction base="xs:string">
            <xs:maxLength value="6" />
        </xs:restriction>
    </xs:simpleType>
</xs:element>
</xs:all>
</xs:complexType>
</xs:element>
</xs:choice>
</xs:complexType>
</xs:element>
<xs:element name="SelectedCoverage" minOccurs="0" maxOccurs="unbounded">
    <xs:complexType>
        <xs:choice maxOccurs="unbounded">
            <xs:element name="EventReason" minOccurs="1" maxOccurs="1">
                <xs:simpleType>
                    <xs:restriction base="xs:string">
                        <xs:maxLength value="50" />
                    </xs:restriction>
                </xs:simpleType>
            
```

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```

</xs:element>
<xs:element name="EventDate" minOccurs="1" maxOccurs="1">
  <xs:simpleType>
    <xs:restriction base="xs:string">
      <xs:maxLength value="10" />
    </xs:restriction>
  </xs:simpleType>
</xs:element>
<xs:element name="PlanCode" minOccurs="0" maxOccurs="1">
  <xs:simpleType>
    <xs:restriction base="xs:string">
      <xs:maxLength value="40" />
    </xs:restriction>
  </xs:simpleType>
</xs:element>
<xs:element name="PlanDescription" minOccurs="0" maxOccurs="1">
  <xs:simpleType>
    <xs:restriction base="xs:string">
      <xs:maxLength value="100" />
    </xs:restriction>
  </xs:simpleType>
</xs:element>
<xs:element name="CoverageLevelCode" minOccurs="0" maxOccurs="1">
  <xs:simpleType>
    <xs:restriction base="xs:string">
      <xs:maxLength value="40" />
    </xs:restriction>
  </xs:simpleType>
</xs:element>
<xs:element name="CoverageLevelDescription" minOccurs="0" maxOccurs="1">
  <xs:simpleType>
    <xs:restriction base="xs:string">
      <xs:maxLength value="100" />
    </xs:restriction>
  </xs:simpleType>
</xs:element>
<xs:element name="MonthlyEmployeeCost" minOccurs="0" maxOccurs="1">
  <xs:simpleType>
    <xs:restriction base="xs:string">
      <xs:maxLength value="10" />
    </xs:restriction>
  </xs:simpleType>
</xs:element>

```

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```

        </xs:simpleType>
    </xs:element>
    <xs:element name="MonthlyEmployerCost" minOccurs="0" maxOccurs="1">
        <xs:simpleType>
            <xs:restriction base="xs:string">
                <xs:maxLength value="10" />
            </xs:restriction>
        </xs:simpleType>
    </xs:element>
    <xs:element name="WaivedCoverage" minOccurs="0" maxOccurs="1">
        <xs:simpleType>
            <xs:restriction base="xs:string">
                <xs:maxLength value="1" />
            </xs:restriction>
        </xs:simpleType>
    </xs:element>
    <xs:element name="WaiverReasonCode" minOccurs="0" maxOccurs="1">
        <xs:simpleType>
            <xs:restriction base="xs:string">
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            </xs:restriction>
        </xs:simpleType>
    </xs:element>
    <xs:element name="WaiverReasonDescription" minOccurs="0" maxOccurs="1">
        <xs:simpleType>
            <xs:restriction base="xs:string">
                <xs:maxLength value="100" />
            </xs:restriction>
        </xs:simpleType>
    </xs:element>
    <xs:element name="CoverageStartDate" minOccurs="0" maxOccurs="1">
        <xs:simpleType>
            <xs:restriction base="xs:string">
                <xs:maxLength value="10" />
            </xs:restriction>
        </xs:simpleType>
    </xs:element>
    <xs:element name="CoverageEndDate" minOccurs="0" maxOccurs="1">
        <xs:simpleType>
            <xs:restriction base="xs:string">
                <xs:maxLength value="10" />
            </xs:restriction>
        </xs:simpleType>
    </xs:element>

```

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```

        </xs:restriction>
      </xs:simpleType>
    </xs:element>
    <xs:element name="TransactionDate" minOccurs="0" maxOccurs="1">
      <xs:simpleType>
        <xs:restriction base="xs:string">
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      </xs:simpleType>
    </xs:element>
    <xs:element name="DependentCoverage" minOccurs="0" maxOccurs="unbounded">
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        <xs:all>
          <xs:element name="DependentIdentifier" minOccurs="1" maxOccurs="1">
            <xs:simpleType>
              <xs:restriction base="xs:string">
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              </xs:restriction>
            </xs:simpleType>
          </xs:element>
          <xs:element name="SSN" minOccurs="0" maxOccurs="1">      <!-- Deprecated please do not use. -->
            <xs:simpleType>
              <xs:restriction base="xs:string">
                <xs:maxLength value="11" />
              </xs:restriction>
            </xs:simpleType>
          </xs:element>
          <xs:element name="CoverageStartDate" minOccurs="1" maxOccurs="1">
            <xs:simpleType>
              <xs:restriction base="xs:string">
                <xs:maxLength value="10" />
              </xs:restriction>
            </xs:simpleType>
          </xs:element>
          <xs:element name="CoverageEndDate" minOccurs="0" maxOccurs="1">
            <xs:simpleType>
              <xs:restriction base="xs:string">
                <xs:maxLength value="10" />
              </xs:restriction>
            </xs:simpleType>
          </xs:element>
        </xs:all>
      </xs:complexType>
    </xs:element>
  </xs:sequence>
</xs:element>

```

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```

        </xs:all>
      </xs:complexType>
    </xs:element>
  </xs:choice>
</xs:complexType>
</xs:element>
<xs:element name="Dependent" minOccurs="0" maxOccurs="unbounded">
  <xs:complexType>
    <xs:all>
      <xs:element name="DependentIdentifier" minOccurs="1" maxOccurs="1">
        <xs:simpleType>
          <xs:restriction base="xs:string">
            <xs:maxLength value="40" />
          </xs:restriction>
        </xs:simpleType>
      </xs:element>
      <xs:element name="SSN" minOccurs="0" maxOccurs="1">
        <xs:simpleType>
          <xs:restriction base="xs:string">
            <xs:maxLength value="11" />
          </xs:restriction>
        </xs:simpleType>
      </xs:element>
      <xs:element name="FirstName" minOccurs="1" maxOccurs="1">
        <xs:simpleType>
          <xs:restriction base="xs:string">
            <xs:maxLength value="50" />
          </xs:restriction>
        </xs:simpleType>
      </xs:element>
      <xs:element name="MiddleName" minOccurs="0" maxOccurs="1">
        <xs:simpleType>
          <xs:restriction base="xs:string">
            <xs:maxLength value="50" />
          </xs:restriction>
        </xs:simpleType>
      </xs:element>
      <xs:element name="LastName" minOccurs="1" maxOccurs="1">
        <xs:simpleType>
          <xs:restriction base="xs:string">
            <xs:maxLength value="50" />
          </xs:restriction>
        </xs:simpleType>
      </xs:element>
    </xs:all>
  </xs:complexType>
</xs:element>

```

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```

        </xs:restriction>
      </xs:simpleType>
    </xs:element>
    <xs:element name="Relationship" minOccurs="1" maxOccurs="1">
      <xs:simpleType>
        <xs:restriction base="xs:string">
          <xs:maxLength value="50" />
        </xs:restriction>
      </xs:simpleType>
    </xs:element>
    <xs:element name="SpouseIndicator" minOccurs="1" maxOccurs="1">
      <xs:simpleType>
        <xs:restriction base="xs:string">
          <xs:maxLength value="1" />
        </xs:restriction>
      </xs:simpleType>
    </xs:element>
    <xs:element name="BirthDate" minOccurs="1" maxOccurs="1">
      <xs:simpleType>
        <xs:restriction base="xs:string">
          <xs:maxLength value="10" />
        </xs:restriction>
      </xs:simpleType>
    </xs:element>
    <xs:element name="Gender" minOccurs="1" maxOccurs="1">
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        <xs:restriction base="xs:string">
          <xs:maxLength value="1" />
        </xs:restriction>
      </xs:simpleType>
    </xs:element>
  </xs:all>
</xs:complexType>
</xs:element>
</xs:choice>
</xs:complexType>
</xs:element>
</xs:choice>
</xs:complexType>
</xs:element>
<xs:element name="ACAFooter">

```

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```
<xs:complexType>
  <xs:all maxOccurs="1">
    <xs:element name="NumRecords" minOccurs="1" maxOccurs="1">
      <xs:simpleType>
        <xs:restriction base="xs:string">
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        </xs:restriction>
      </xs:simpleType>
    </xs:element>
  </xs:all>
</xs:complexType>
</xs:element>
</xs:choice>
</xs:complexType>
</xs:element>
</xs:schema>
```

Health Compliance Benefits Import XML File Specification

Document Revisions

Version	Date	Author	Description
8.0	02/08/2023	DIS Team	Minor Revisions to synchronize with Product Release v8. Employee ID expanded from 16 to 40 Attestations changed to optional Changed Format of Dependent Identifier Updated the Names, SSN's, Dates on existing Scenarios Added new Scenarios along with 2 sample files Updated format to be in sync with the other file specifications Updated the XSD and included in the Appendix
4.0	6/1/2018	J. Johnson	Companion Document contents integrated into file specification. Further clarified employees and transactions to include Further clarified methods for removal of dependents (including new example in sample file) Historical Initial Load File changed to Initial file “Note” incorporated into the Example Scenarios Sample File: removed redundant examples, updated employee and dependent IDs, updated dates
3.2	6/16/2017	J. Johnson	“Ongoing Change File” changed to “Ongoing File” Ongoing File section: 1 Example added of types of “changes” which should be included Frequency of Data: removed weekly transmission recommendation.
3.2	04/10/2017	J. Johnson	<HEAD> Client Identifier, description updated. <Participant Identifier> max element length change from 20 to 16. <OFFR> Note: At a minimum, offers are required for eligible employees at the beginning of each benefit plan year. <OFFR> Description updated for CoverageStartDate element. <OFFR > Description updated for PlanYearStartDate element. <OFFR > Description updated for PlanYearEndDate element. <ELIG> <SpouseCoverageAvailable> New value ‘S’ added to indicate offer conditionally made to spouse. <OFFR> ADP HC matches selected coverage (COVG) to offer of coverage (ELIG) by PlanCode (not plancode and tier level) <COVG> Note: At a minimum, coverage records are required employees who elect coverage, at the beginning of each benefit plan year. <COVG> Note: Enhanced note for passing “waived” coverage elections. <COVG> Description updated for CoverageStartDate element.

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			<DEPI> Relationship element changed to Required.
3.0	08/18/2016	C. Murphy	<ELIG> Employee Only Coverage Level Flag element acceptable value of “U” removed.
3.0	06/13/2016	C. Murphy	Reordered and updated Benefits Data Interface section <HEAD> Added record description. <HEAD> Client Name element removed. <EEID> Participant SSN element description updated. <EEID> Gender element changed to Optional. <OFFR> Added record description. <OFFR> Offer Identifier element description updated. <OFFR> Coverage Start Date element description updated. <ELIG> Added record description. <ELIG> Offer Identifier element description updated. <ELIG> Employee Only Coverage Level Flag element description updated. <ELIG> Monthly Employee Cost element description updated. <ELIG> Monthly Employer Cost element description updated. <ELIG> Minimum Essential Coverage element description updated. <ELIG> Minimum Value Plan element description updated. <ELIG> Dependent Coverage Available element description updated. <ELIG> Spouse Coverage Available element description updated. <ELIG> Self Insured Plan element description updated. <ELIG> Wait Period Indicator element change to Optional. <ELIG> Waived Coverage element removed. <COVG> Added record description. <COVG> Medical Plan Code element description updated. <COVG> Monthly Employee Cost element description updated. <COVG> Monthly Employer Cost element description updated. <COVG> Coverage End Date element changed to Conditionally Required. <COVG> Coverage End Date element description updated. <COVG> Self Insured Plan element removed. <COVG> Minimum Essential Coverage element removed. <COVG> Minimum Value Plan element removed. <COVG> Waived Coverage element description updated. <COVG> Reason for Waiver Description element description updated. <COVG> Coverage Identifier element description updated. <DEPI> Added record description. <DEPI> Relationship element changed to Optional

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			<DEPI> Relationship element description updated. <DEPI> Spouse Indicator element description updated. <DEPI> Coverage End Date element description updated. <DEPI> Status element removed. <DEPI> Coverage Identifier element description updated.
2.52	11/20/2015	C. Murphy	Added test file naming convention
2.51	10/06/2015	J. Cobbett	Added Coverage Identifier element to Benefit Coverage record and Dependent record.
2.5	08/06/2015	C. Murphy	Initial Document