

Am I an Applicable Large Employer (ALE)?

Determine if you are an Applicable Large Employer under the Affordable Care Act using this calculator.

1. Download this PDF and open on your computer. Use the calculator below to input numbers directly into the columns.
2. In Column A, enter the number of full-time employees per month. This is the number of employees who work 30 hours / week or 130 hours / month.
3. In Column B, enter the number of hours worked by non-full-time employees per month.
4. The calculator will automatically compute your total number of full-time and full-time-equivalent employees for the year and display the number in the "Total" row.

Month	Full-Time Employees (Column A)	Non-Full-Time Employee Hours Worked (Column B)	Full-Time Equivalents (Column C)
January			
February			
March			
April			
May			
June			
July			
August			
September			
October			
November			
December			
SUBTOTAL			
ADD (A+C)			
*TOTAL ÷ 12 =			

*Round the "Total" number down to the nearest whole number (ex: if 49.9, round down to 49).
If the total is less than 50, you are NOT an Applicable Large Employer. If the total is more than 50, you ARE an Applicable Large Employer.

BerniePortal simplifies 1094/1095-Cs

BerniePortal distributes 1094/1095-C forms to all employees electronically at the click of a button, in addition to offering traditional filing and mailing services. To see how BerniePortal can help you revolutionize and streamline all of your HR and benefits administration processes, watch our virtual product tour.

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