

Minimum Employee Enrollment



Small Business Benefits

Trustmark Healthy ChoicesSM, Trustmark HealthyEdgeSM and Trustmark Healthy Incentives[®]

Employers must have 5 or more enrolled employees for a Trustmark Healthy Choices, Trustmark HealthyEdge or Trustmark Healthy Incentives self-funded plan design with stop-loss insurance, unless stated otherwise in the chart below.

State	Minimum Employee Enrollment
NC	No group size restrictions
DC	51+ eligible employees
DE ¹	6+ eligible employees
NH*	51+ enrolled employees

* Trustmark Healthy Choices is not available in this state.

¹ Delaware requires a minimum number of eligible lives for stop-loss insurance and then apply the product rule of minimum lives enrolled.

Trustmark Preventive PlusSM

Trustmark Preventive Plus plan designs must be offered to all employees in conjunction with a major medical plan. The major medical plan must provide minimum value and be affordable to ensure the requirements of the Affordable Care Act employer mandate are met to avoid penalties. Preventive Plus is available to groups with 5 or more enrolled employees, unless stated otherwise in the chart below.

State	Minimum Employee Enrollment
CA ² , NC ³	5+
FL ⁴	25+
CT, NH	65+
CO, NV	101+
AR, MO, MT	140+

² In California, a group must have a total of 101+ eligible full-time equivalent employees with a minimum of 5 enrolled.

³ In North Carolina, a group must have 51+ eligible employees with a minimum of 5 enrolled.

⁴ In Florida, a group must have 51+ eligible employees with a minimum of 25 enrolled.

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Trustmark Small Business Benefits[®]

Plan design availability and/or coverage may vary by state. Self-funded plans are administered by Star Marketing and Administration, Inc., and stop-loss insurance coverage is provided by Trustmark Life Insurance Company.

400 Field Drive
Lake Forest, IL 60045
TrustmarkSB.com

