

Oscar for Business: Small Group Eligibility Checklist

Learn more about Oscar by going to hioscar.com/business Let's work together to make sure every group you submit gets approved. Follow the checklist below, and reach out to Broker Support at brokers@hioscar.com if you have any questions.

- ✓ The group employed between one (1) and one hundred (100) full-time equivalent (FTE) employees (the majority of whom were employed within California) for at least 50% of its working days during the preceding calendar quarter or the preceding calendar year.
- ✓ The employer maintains business licensure and/or appropriate state filings allowing the company to actively conduct business in the state of California.
- ✓ The employer employs eligible individuals who live or work in Oscar's California service area, which includes Orange County (Region 18) and Los Angeles County (Region 15 and 16).
- ✓ The group has at least one W-2 employee who is not an owner or spouse of the owner.
- ✓ The group has been in existence for at least 4 weeks.
- ✓ Each enrolling employee must have at least one of the supporting documents:
 - ✓ Name is on the DE9C
 - ✓ Name on most recent payroll documents
 - ✓ Enrolling contractors have 1099 forms and worked more than 120 hours in the average year
 - ✓ 2 weeks payroll is required for new employees who aren't listed on the most recent DE9C
- ✓ For COBRA enrollees, the employer must submit the last DE9C that the enrollee appeared on.
- ✓ Enrolling employees' SSNs match the employee SSNs on the business' tax documents.
- ✓ One person groups must submit ownership documentation. As a reminder, businesses must enroll at least one non-owner, common law employee.

