



Mailing Address:
Des Moines, IA 50392-0002

Principal Life
Insurance Company

Small Employer
Qualification – WI

Small Employer Status

In order for us to issue and maintain your group health policy in accordance with state law, we need to know if you qualify as a **Small Employer**. Accordingly, you must complete, sign, and return this form to our company.

Small Employer Definition

A **Small Employer** is an employer that employs an average of at least 2 but not more than 50 eligible employees on business days during the preceding calendar year, or that is reasonably expected to employ at least 2 but not more than 50 eligible employees on business days during the current year (if the employer was not in existence during the preceding calendar year) and employs at least 2 eligible employees on the first day of the plan year.

Note: If you have people on your plan who have terminated employment, yet remain covered under your plan because of state or federal (COBRA) continuation, do not count them. Companies that are affiliated or file a combined tax return for purposes of state taxation must be considered one employer.

Small Employer Qualification Statement

Does your group meet the definition of Small Employer for rating purposes? **yes** **no**

I understand that a **Qualification Statement** may be required prior to each renewal as a condition of renewal as a Small Employer group.

I understand that if our group qualifies as a Small Employer group under Wisconsin law at the time of this qualification, the provisions of the law will continue to apply to our group until the next policy anniversary, even if our group ceases to qualify as a Small Employer group prior to that date.

Name of firm

Employer's signature

Account number

Date

Employer's title