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1. Verb _____
2. Adjective _____
3. Verb _____
4. Coordinating Conjunction _____

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The Internal Revenue Service recently issued proposed regulations that provide employers with guidance with respect to the shared responsibility regarding employee health coverage. It is these provisions that will _____Verb_____ if an employer must provide insurance coverage or pay a penalty. The proposed regulations affect only employers that meet the definition of a _____Adjective_____ employer (50 or more FTEs). The regulations cover, among other areas, how to _____Verb_____ large employer status, application of aggregation rules, successor employers, seasonal workers, and full-time equivalent employees. Also addressed is how to treat teachers, commissioned employees, adjunct faculty, and transportation employees. There is significant guidance on the "look back measurement method," which is used to determine whether ongoing, new, variable-hour, and seasonal employees qualify as full-time employees. Employers may rely on these proposed regulations for guidance pending the issuance of final regulations _____Coordinating conjunction_____ other applicable guidance.

These regulations are important to all employers, but

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