

2025 Medical Loss Ratio Form



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The Affordable Care Act (ACA) requires insurers, such as Blue Cross Blue Shield of North Dakota (BCBSND), to report information related to medical loss ratios (MLR) for large and small employer groups. MLR refers to the percentage of your premium dollars that an insurance company spends to provide health care and improve the quality of care, versus how much the company spends on administrative and overhead costs. ACA requires that insurers spend at least 80 cents of the individual and small group premium dollar and at least 85 cents of the large group premium dollar on health care services and health care quality improvement.

Because MLR is based on group size, we are asking you to indicate below whether your average number of employees for the previous calendar year was fewer than 50 employees or 51 or more employees. The ACA also requires us to identify instances where a sole proprietor and/or a spouse-employee are the only enrolled employees in a group, so we are asking for this information as well.

ACA requires that you include full-time, part-time, temporary and seasonal employees who receive a W-2 form in your employee total. Employees should be included in the count regardless of their eligibility to enroll in your group health plan. Independent contractors are not included in this count. Include all people employed at all companies within a controlled group or under common control under Internal Revenue code sections 414(b), (c), (m) or (o) whether or not the related or subsidiary companies have coverage with BCBSND.

You may already report your number of employees for other federal mandates; however, there may be differences in the requirements for each federal mandate. As a result, we are providing a sample chart below as a guide to determine your average number of employees.

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total	Average
FT Emp.	21	23	24	25	26	25	28	26	23	27	29	30	307	
PT Emp.	3	3	3	2	2	2	1	1	4	4	4	4	33	
Seasonal	1	1	1	0	0	0	0	0	59	69	33	0	164	
Total	25	27	28	27	28	27	29	27	86	100	66	34	504	42

You can find your average number of employees by dividing your total number by 12 or by the number of months you were in business in the previous calendar year. In this example, 504 divided by 12 equals 42.

Client Name _____ **Client Number** _____

- ☐ This company is a **sole proprietorship** and covered no employees other than the owner and/or spouse during the previous calendar year.
- ☐ This company employed an average of 50 or fewer employees during calendar year 2025.
- ☐ This company employed an average of 51 or more employees during calendar year 2025.

Authorized signature _____ **Date** _____