

What Do All Those Employee Benefits Acronyms Stand For?

(Part 3 of 3)

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QUESTION: Everybody in the employee benefits field uses acronyms like ALE, MLR, and VCP. What do these and other employee benefits acronyms stand for?

ANSWER: Here's an explanatory list of common acronyms primarily used in our Health Care Reform or 401(k) Plans manuals. (Last week's Question of the Week included acronyms primarily used in our COBRA, HIPAA, and Group Health Plan Mandates manuals, and the Question of the Week from the week before included acronyms from the ERISA Compliance, Self-Insured Health Plans, Cafeteria Plans, Consumer-Driven Health Care, and Fringe Benefits manuals.)

- **ACA** - Patient Protection and Affordable Care Act
- **A/MV** - Affordability and Minimum Value
- **ALE** - Applicable Large Employer
- **Audit CAP** - Audit Closing Agreement Program
- **CCIIIO** - Center for Consumer Information and Insurance Oversight
- **CODA** - Cash or Deferred Arrangement
- **EPCRS** - Employee Plans Compliance Resolution System
- **HCE** - Highly Compensated Employee
- **IDR** - Independent Dispute Resolution
- **MEC** - Minimum Essential Coverage
- **MEP** - Multiple Employer Plan
- **MLR** - Medical Loss Ratio
- **MRF** - Machine-Readable File
- **MV** - Minimum Value
- **PCOR Fees** - Fees for Patient-Centered Outcomes Research
- **PEO** - Professional Employer Organization
- **PHSA** - Public Health Services Act
- **PLESA** - Pension-Linked Emergency Savings Account
- **PTC** - Premium Tax Credit
- **QDIA** - Qualified Default Investment Alternative

- **QDRO** - Qualified Domestic Relations Order
- **QPA** - Surprise Billing Qualifying Payment Amount
- **RMD** - Required Minimum Distribution
- **SCP** - Self-Correction Program
- **VCP** - Voluntary Correction Program

For simple, easy-to-understand definitions of these terms, see EBIA's Health Care Reform manual and EBIA's 401(k) Plans manual. EBIA's Glossary is also available on Checkpoint and in print versions of the manual.

Contributing Editors: EBIA Staff.