10.3. Eligibility History

The system will calculate eligibility based on the plan specifications (age, service and entry dates) set in the Compliance system. For the first year on the system, you will need to enter an earliest date of hire at a minimum to account for service history.

Defaults (each of these defaults will appear as an error after a census data scrub if applicable):

- If the system does not have a hire date for an employee, it will set the hire date to the first day of the plan year.
- If service is not known, the system will assume full-time work but will actually show "9999" as hours earned in the Eligibility history link. You can view the eligibility history link in the Service history grid under the Other Import/Export/Report Menu (more specifically, here).

For example, if it is the 2009 plan year end and you have a 2001 hire date without any hours of service provided before 2009, the system will decide that this person has 8 years of eligibility service history. In the Eligibility history link, the 2001 hire date will appear; and eligibility for each contribution type will appear with 9 years of service earned and hours of "9999".

- If a person has a hire date before the first day of the plan year, the person is eligible for the contribution and the entry date is not known, the system will use the day before the plan year as the entry date.
- Date met will default to the first day of prior plan year if a participant is found eligible and specific entry date is not known (not in the plan year end being tested, prior plan year ends on the system and not in the supplementary/first testing year census). Exception: if no service required, date met will be the same as the earliest date of hire.