### Appendix A. Summary of states’ work/community engagement requirement waivers submitted to CMS as of February, 2018

<table>
<thead>
<tr>
<th>Target Population(s)</th>
<th>IN (waiver approved)</th>
<th>KY (waiver approved)</th>
<th>AZ</th>
<th>AR</th>
<th>KS</th>
<th>ME</th>
<th>MS</th>
<th>NH</th>
<th>NC</th>
<th>UT</th>
<th>WI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-elderly adult groups</td>
<td>Non-elderly adult groups</td>
<td>Expansion adults only</td>
<td>Expansion adults with incomes up to 100 percent of the federal poverty level (FPL)^*</td>
<td>Non-elderly adult groups</td>
<td>Non-elderly adult groups</td>
<td>Expansion adults only</td>
<td>Future expansion adults only*</td>
<td>Non-elderly adult groups and future expansion adults*</td>
<td>Non-elderly adults without children</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Exempt Populations</th>
<th>Age groups</th>
<th>Full-time Students</th>
<th>Caregivers</th>
<th>People being treated for SUD</th>
<th>Former foster youth</th>
<th>Victims of catastrophic events</th>
<th>Others</th>
<th>Work Activities</th>
<th>Full-time employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age groups</td>
<td>60+</td>
<td>65+</td>
<td>55+</td>
<td>50+</td>
<td>65+</td>
<td>65+</td>
<td>65+</td>
<td>60+</td>
<td>50+</td>
</tr>
<tr>
<td>Full-time Students</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>Part-time students also exempt</td>
<td>✓</td>
<td>Part-time students also exempt</td>
<td>✓</td>
</tr>
<tr>
<td>Caregivers</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>People being treated for SUD</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>Must be residing in a treatment facility</td>
<td>✓</td>
<td>Must be in a state-certified drug court program</td>
<td>✓</td>
</tr>
<tr>
<td>Former foster youth</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Victims of catastrophic events</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
<td>✓</td>
</tr>
</tbody>
</table>

### Work Activities

| Full-time employment | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |

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^* Expansion adults with incomes up to 100 percent of the federal poverty level (FPL).
### Part-time employment
- Minimum of 30 hours/week

### Attending School
- Students are exempt

### Job search activities
- Students are exempt

### Skills or educational training
- Volunteering with approved agencies

### Health and/or health insurance classes

### Volunteering/work experience
- Volunteering with approved agencies

### Other
- Caregiving services for non-dependents; ESL classes; participation in SNAP requirement; participation in Pathways program for Pokagon Band of Potawatomi tribe
- SUD treatment; caregiving for a non-dependent relative.
- ESL classes; parenting classes
- Participating in activities available the Arkansas Department of Workforce Services
- Receiving unemployment benefits or complying with SNAP/TANF work requirements
- Participation with the Office of Employment Security; Compliance with TANF/SNAP work requirements
- Satisfying work requirements in SNAP

### Penalties for non-compliance
- Suspension of eligibility if work requirements are not fulfilled for at least 8 months of the 12-month calendar year. Eligibility may resume after one full month of requirements are fulfilled.
- Initial 6-month grace period, then suspended until work requirements are fulfilled for one full month.
- Dismantlement after three consecutive or nonconsecutive months of non-compliance in a year, cannot reapply until next coverage year
- 3-month grace period, then removal from KanCare until compliance is achieved
- Work requirement is a condition of eligibility, but exact penalty is not specified
- Loss of eligibility on the first day of the month following non-compliance; beneficiary can be reinstated upon future compliance
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- Loss of eligibility on the first day of the month following non-compliance; beneficiary can be reinstated upon future compliance
- Work requirement is a condition of eligibility, but exact penalty is not specified
- Loss of eligibility and removal from program, can become eligible again by completing all required activities, otherwise must reapply
- Each month in which the work requirement is not met will count towards the beneficiaries 48-month eligibility limit

Source: Deloitte Analysis of state Medicaid waiver proposals that include a work/community engagement requirement. All pending and approved waivers can be found on the CMS website: [https://www.medicaid.gov/medicaid/section-1115-demo/demonstration-and-waiver-list/index.html](https://www.medicaid.gov/medicaid/section-1115-demo/demonstration-and-waiver-list/index.html)

Notes: Per CMS guidance, states should exempt the following groups from the work/community engagement requirement: (1) children (2) pregnant women (3) the elderly (4) those deemed “medically frail” by the state and (5) those that are eligible for Medicaid due to a disability. *- North Carolina’s work requirement is contingent upon a future Medicaid expansion, subject to state legislation. If Utah expands Medicaid, the expansion group would be subject to the work requirement **- Individuals must work 20 hours per week at time of application, increase to 25 hours per week after 12 months of benefits, and 30 hours per week after 24 months of benefits ***- Community service hours can count toward the required 20 hours only for individuals who are transitioning
from the justice system, living in an area of high unemployment, or otherwise facing a significant barrier to employment. Arkansas is requesting to reduce its Medicaid expansion population to those with incomes up to 100 percent FPL and transfer those with incomes between 100 and 138 percent FPL to Marketplace coverage.