



In January 2016, some employees will receive a new tax form called the 1095-C that will contain detailed information about their health care coverage. It is important to keep the form for your records because you will need it to file your taxes for 2015. We have created this FAQ document to provide a better understanding of the form and what to do when/if you receive one.



The 1095-C contains detailed information about the health care coverage provided by your employer(s). If you were enrolled in health care coverage from your employer, worked an average of 30 or more hours per week, or were considered a full-time employee at any point in 2015, then you should receive a 1095-C. You will need it to complete your 2015 tax return. The information you report from the form will be used to determine whether you will pay a penalty for failing to have health care coverage as required by the Patient Protection and Affordable Care Act, also called Obamacare. Think of the form as your “proof of insurance” for the IRS.



Employers with 50 or more full-time equivalent employees are required to send a 1095-C to any employee who was full-time (worked an average of 30 or more hours per week) or who was enrolled in their health insurance plan in 2015.



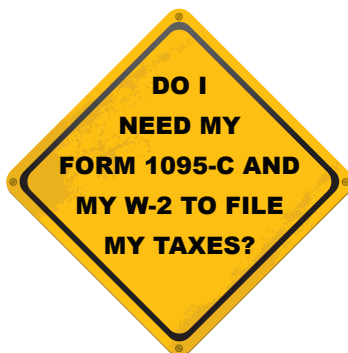
If you were full-time (worked an average of 30 or more hours per week) or were enrolled in health insurance through your employer at any time during 2015, you should receive a 1095-C. The form is required to complete your 2015 tax return.



If you worked at more than one company or franchise, you may receive a 1095-C from each company/employer.



When you receive your 1095-C, keep it for your records. You will need it to complete your tax return.



Yes, if you received a 1095-C, you will need both your W-2 and your 1095-C to complete your 2015 tax return



If you have additional questions about your 1095-C, please contact **HR**. You may also visit www.irs.gov or www.mytaxform.com to learn more.



You should receive your 1095-C for the 2015 tax year on or before February 1, 2016. If you believe you should have received a 1095-C but did not, please contact **HR**.



If you don't have qualifying health insurance, in some cases you can claim a health care coverage exemption. You can use the IRS Health Coverage Exemptions Form 8965 to find out if you qualify. Please visit www.irs.gov or www.healthcare.gov to learn more.



If you were not full-time (worked an average of 30 or more hours per week) and were not enrolled in health care coverage through your employer at any time during 2015, you should not receive a 1095-C. You may also not receive a 1095-C if you were not the primary insured.

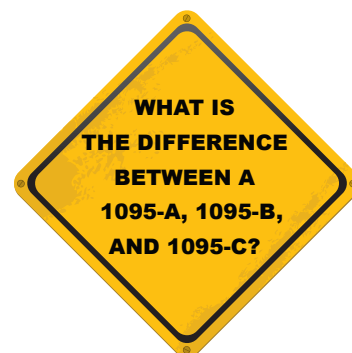


There are three parts to the form:

- Part 1 reports information about you and your employer.
- Part 2 reports information about the coverage offered to you by your employer, the affordability of the coverage offered, and the reason why you were or were not offered coverage.
- Part 3 reports information about the individuals (including dependents) covered under your self-insured plan.



If you do not have health care coverage and do not qualify for an exemption, you may be subject to a fine when you file for your 2015 tax return. Or, if there's a discrepancy in the information that you and your employer report to the IRS about the health care coverage offered to you, your tax return may be delayed.



The forms are very similar. The main difference is who sends the form to you. The entity that provides you with health insurance will be responsible for sending a Form 1095.

- You will receive a 1095-A if you were covered by a federal or state marketplace (also called an exchange)
- You will receive a 1095-B if you were covered by other insurers such as small self-funded groups or employers who use the Small Business Health Options Program (SHOP). You may also receive a 1095-B from your insurance carrier if you are enrolled in a fully-insured employer sponsored plan.
- You will receive a 1095-C if coverage was provided by your employer.