

# Be on the Lookout...

## ... for Your Form 1095-C Related to the Affordable Care Act

The Affordable Care Act (ACA) requires organizations that employ more than 50 people to report to the IRS on the health insurance, if any, offered to their employees. The Form 1095-C includes information about the health insurance coverage offered to you and, if applicable, your family. You may receive multiple Forms 1095-C if you worked for multiple applicable large employers in the previous calendar year. You may need to submit information from the form(s) in 2016 as a part of your personal tax filing.

Like your W-2, the Form 1095-C will be distributed on or about January 31<sup>st</sup>. Watch for the form in your mailbox in January.

The Form 1095-C, unlike a W-2, **does NOT need to be filed with your taxes**; however, you may need information from the Form 1095-C to complete your income tax return and it should be retained for your reference.

## Who will receive the Form 1095-C?

Full-time employees for any one month of the year, and part-time employees who are enrolled in health insurance coverage for all 12 months of the year, will receive the Form 1095-C. Temporary employees will not receive the form until after they have completed 12 months of employment, completed prior to January 1, 2017.

## Does the Health Plan offered by the State of Vermont meet ACA requirements?

The health plans offered by the State of Vermont to employees meets the ACA definition of Minimum Essential Coverage (MEC) and Minimum Value (MV). More information about these requirements can be found at:

<https://www.irs.gov/affordable-care-act/employers/minimum-value-and-affordability>

## Health Plan Affordability?

In nearly all instances the State of Vermont Employee Health Plan qualifies as affordable. This means if you are a permanent employee, and you enroll in health insurance through Vermont Health Connect and receive a tax subsidy, you may need to pay the subsidy back later.

## Helpful IRS Links

<https://www.irs.gov/Affordable-Care-Act/Individuals-and-Families>

<https://www.irs.gov/Affordable-Care-Act/Individuals-and-Families/Understanding-Form-1095C>

## QUICK GUIDE

### AT A GLANCE DEFINITIONS

**ACA-** Affordable Care Act

**ESR** – Employer Shared Responsibility

**Marketplace-** Health care Exchanges

**ACA Full-time** – 1560 hours / 12 consecutive month period

**1095 C** – Tax form mailed by Jan 31<sup>st</sup> will be sent to all full-time employees, as well as any part time employees who are enrolled in State health benefits for all 12 calendar months

### CONTACT INFORMATION

The DHR Compliance and Reporting Team is available to answer questions. They can be reached by sending an email to [DHR.Reports@vermont.gov](mailto:DHR.Reports@vermont.gov)