

Frequently Asked Questions and Answers about the Form 1095-C

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 tax records.**

We have created this FAQ document to provide a better understanding of the form and what to do when/if you receive one.

1. What is a Form 1095-C?

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.

2. Who receives a Form 1095-C?

Employers with 100 or more full-time equivalent employees are required to send 1095-Cs 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.

3. Why did I get a Form 1095-C?

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 will help you with the information needed to complete your 2015 tax return.

4. Why did I get more than one Form 1095-C?

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

5. Why didn't I get a Form 1095-C?

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.

6. Will I be fined if I did not receive a Form 1095?

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.

7. When will I get my Form 1095-C?

Your employer is required to send these new forms to you by March 31, 2016. However you may proceed preparing your taxes without them. The IRS does not require you to attach these forms to your tax return, or wait to file your return until you have them. If you believe you should have received a 1095-C but did not, please contact IES Benefits Team at benefits@innovative-es.com or 858-715-5100 x164.

8. What should I do with my Form 1095-C?

When you receive your 1095-C, keep it for your records. It will be helpful to use the information found on this form when preparing your tax returns.

9. What information is on the Form 1095-C?

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 covered under your plan, including dependents.

10. How will the Form 1095 impact my taxes?

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.

11. Do I need my Form 1095-C to file my taxes?

No. Your employer is not required to send the 1095-C to you until March 31, 2016. You may prepare your tax returns without it. You are not required to attach the form to your taxes.

12. What if when the Form 1095-C arrives, it reflects information that is different from what you submitted on your tax return?

The IRS says you don't need to amend your return, if preparing it, you relied on other information supplied by your employer or insurer about your months of insurance coverage in 2015.

13. What is the difference between a 1095-A, 1095-B, and 1095-C?

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 will receive a 1095-C if you were covered by your employer

14. What if I have questions?

If you have additional questions about your 1095-C issued by Innovative Employee Solutions, please contact IES Benefits Team at benefits@innovative-es.com or 858-715-5100 x164. You may also visit www.irs.gov , www.healthcare.gov , or www.mytaxform.com to learn more.