

Affordable Care Act FAQs

Companies are required to report health care coverage under the Affordable Care Act (ACA). As your employer, we have been working diligently to ensure this is done in a compliant and timely fashion. Below are some Frequently Asked Questions around ACA Reporting, this new form you will be receiving, and other additional information.

I received a Form 1095-C. What is it?

Form 1095-C is an IRS tax form that you received because your employer is subject to the employer shared responsibility provision in the Affordable Care Act. This form 1095-C includes information about the health plan coverage offered to you by your employer and will be reporting to the Internal Revenue Service (IRS). Part II includes information about the coverage, if any, your employer offered to you and your spouse and dependent(s), if any.

You may receive multiple 1095-C forms if you had multiple employers during the calendar year that were Applicable Large Employers (an ALE is defined as an employer that employed an average of at least 50 full-time employees on business days during the preceding calendar year). For example, you left employment with one ALE and began a new position of employment with another ALE. In that situation, each Form 1095-C would have information only about the health plan coverage offered to you by the employer identified on the form.

What should I do with this form?

Retain this form with your other important tax records. You will need some of the information on this Form in order to file your personal income tax return on Form 1040; similar to how you utilize your W-2 today. **Do not attach Form 1095-C to your personal income tax return.**

Am I eligible for a Premium Tax Credit?

If you purchased health insurance coverage through the Health Insurance Marketplace and wish to claim the premium tax credit, this information on the form will assist you in determining whether you are eligible for the credit. For months that your employer offered you affordable coverage (whether or not you enrolled in that coverage) as defined by the Affordable Care Act, you are not eligible for a Premium Tax Credit through the Health Insurance Marketplace.

Could I get a penalty if I didn't have coverage?

When filing 2016 taxes, your federal return will ask if you (and your dependents) had qualifying coverage. If you did not have coverage in 2016 for even one month of the year, you could be assessed a penalty.

Who can help if I have additional questions?

You can call Human Resources Support Services at 732-751-3553 or visit the IRS Website at <http://www.irs.gov/ACA>.