IRS Reporting Under the Affordable Care Act

The Affordable Care Act (ACA) created new reporting requirements under Internal Revenue Code sections 6055 and 6056. Under these new reporting rules, certain employers must provide information to the IRS about the health plan coverage they offer (or do not offer) to their employees. The additional reporting is intended to promote transparency with respect to health plan coverage and costs. It also provides the government with information to administer other ACA mandates, such as the large employer shared responsibility penalties and the individual penalty.

**IRS Reporting Defined**

**WHO must receive the form?**

- Employees: Anyone that received minimum essential coverage (MEC) under a self-insured plan.
- Internal Revenue Service: Employers must submit:
  - Required information on Form 1095-C, including employee information:
    - Whether coverage was offered for each calendar month.
    - Employee's share of the lowest cost monthly premium.
    - Certification that Minimum Essential Coverage was offered.
  - Completed Form 1095-B (ALE Members) or completed Form 1095-B (not an ALE Member), such as:
    - Total number of FTEs per calendar month.
    - Total headcount per calendar month.
    - Certification that Minimum Essential Coverage was offered for each calendar month.

**WHAT information must be reported?**

- Required information on Form 1095-C, including employee information such as:
  - Whether coverage was offered for each calendar month.
  - Employee's share of the lowest cost monthly premium.
  - Certification that Minimum Essential Coverage was offered.

**WHY is the form required?**

- The IRS will use this information to enforce penalties under the employer and individual mandates.

**WHEN must the information be provided?**

- No later than January 31st if filed electronically.
- No later than March 31st if filed non-electronically.

**IRS Reporting Under the Affordable Care Act**

To satisfy sections 6055 and 6056 reporting requirements, employers must submit:

- Completed Form 1095-C (ALE Members) or completed Form 1095-C (not an ALE Member), such as:
  - Total number of FTEs per calendar month.
  - Total headcount per calendar month.
  - Certification that Minimum Essential Coverage was offered for each calendar month.

- Completed Forms 1095-B (ALE Members) or completed Form 1095-B (not an ALE Member), such as:
  - Total number of FTEs per calendar month.
  - Total headcount per calendar month.
  - Certification that Minimum Essential Coverage was offered for each calendar month.

If filed electronically:

- No later than January 31st.

If filed non-electronically:

- No later than March 31st.

**Which IRS forms will your organization be responsible for?**

**6055**

- **Yes**
  - Form 1095-C to employees by 1/31*
  - Form1095-B (not an ALE Member) or Form 1095-C (ALE Members) and copies of Form 1094-B to IRS by 3/31*.

- **No**
  - Form 1095-C to employees by 1/31*

**6056**

- **Yes**
  - Form 1095-C to employees by 1/31*
  - From 1094-C to IRS by 3/31*.

- **No**
  - No reporting is due.

To satisfy section 6055 reporting requirements employers must:

- Are you an Applicable Large Employer (ALE) Member? Yes No
- Are you an Applicable Large Employer (ALE) Member? Yes No
- Are you an Applicable Large Employer (ALE) Member? Yes No

**Contact Us Today**

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*If the due date falls on a weekend or holiday then the due date is the next business day.

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