

In early 2017, 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 with your other 2016 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.

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 2016, then you should receive a 1095-C.

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.

WHAT IS FORM 1095-C? 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 2016.

WHO RECEIVES 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 2016, you should receive a 1095-C. Note: You may not receive a 1095-C if you were not the primary insured.

ARE THERE ANY STEPS I NEED TO TAKE TO ENSURE THAT I RECEIVE THE FORM IN A TIMELY MANNER?

Yes, please review your W4 address information in the [GWeb Information System](#) and update, if necessary, so that the form is sent to the correct mailing address.

WHY DID I GET A FORM 1095-C? If you worked at more than one company or franchise, you may receive a 1095-C from each company/employer.

WHAT SHOULD I DO WITH MY FORM 1095-C? When you receive your 1095-C, keep it for your records. It will assist in completing your tax return.

WHAT IF YOU HAVEN'T RECEIVED YOUR FORM 1095-C PRIOR TO THE TIME YOU ARE READY TO SUBMIT YOUR TAX RETURN?

Your tax preparer may request a copy of your Form 1095-C to complete your tax return. However, the IRS recently extended the due date for employers to provide these Forms to employees. **The IRS extended the deadline to deliver ACA reporting forms to employees from Jan. 31, 2017 to March 2.** The extended deadline applies to furnishing to individuals the 2016 [Form 1095-C](#) (*Employer-Provided Health Insurance Offer and Coverage*). As stated in Notice 2016-70, the Treasury Department and the IRS determined that a substantial number of employers and other insurance providers needed additional

time "to gather and analyze the information [necessary to] prepare the 2016 Forms 1095-C to be furnished to individuals."

WHAT IF I HAVE QUESTIONS? If you have additional questions about your 1095-C, please contact benefits@gwu.edu. You may also visit www.irs.gov to learn more.

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.

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 2016, you should not receive a 1095-C. You may also not receive a 1095-C if you were not the primary insured.

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 (including dependents) covered under your self-insured plan.

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 2016 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.

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 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.