

The 1095 ABCs

You and/or your family members will likely be receiving some new tax forms in January. Some of these forms are necessary for you to complete the tax filing process to prove you and your family had health coverage in order to avoid having to pay the individual mandate penalty that is part of healthcare reform, or the Affordable Care Act (ACA).

You may also receive forms reporting information that is relevant to the Employer Mandate under the ACA. Generally speaking, you will not need to do anything with that information. But we wanted to provide a basic description of those forms as well to help you make sense of all the forms and distinguish the employer mandate information from the information you need to complete your individual taxes.

There are three different versions of these new forms that you and your family may receive:

- **Form 1095-A:** You will only receive this form if you or a family member purchased an individual policy through a state or federal health insurance exchange. This form will come from the health insurance exchange.
- **Form 1095-B:** You will receive this form if you or a family member obtain your health insurance from:
 - An employer through a fully-inured health insurance policy; (the form will come from the insurance company);
 - A small employer through a self-funded health plan; (the form will come from the employer);
 - A union health plan (the form will come from the union plan);
 - A government health care plan; e.g. Medicare (the form will come from the government agency sponsoring the plan)
- **Form 1095-C:** You will receive this form in one of two circumstances (in either case the form will come from the employer):
 - You or a family member were a “ full-time employee” (as defined by the ACA) at any time during the year
 - You or a family member obtained your health insurance coverage from a large employer through a self-funded health plan

Note that depending on your circumstances you and your family may receive multiple 1095As, 1095Bs, and/or 1095Cs from different reporting entities.

You should receive these forms on the same time frame as your W-2, i.e. no later than February 1, 2016. The reporting entity will also file these forms with the IRS.

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1095 & Your Individual Tax Return

While you may receive multiple forms, generally speaking only some of the data on those forms will matter to you for your individual tax return.

- If you or any of your family members obtained health coverage through a state or federal health insurance exchange in 2015 then the forms that matter the most to you are:
 - 1095A and 1095C Part II
 - This information is relevant to determining whether you are eligible for a premium tax credit in 2015
- If you and your family members all obtained your health coverage in 2015 from anywhere else (employer plan, union plan, non-exchange individual policy, government program) then the forms that matter to you are either:
 - 1095B *and/or* 1095C Part III
 - This information is relevant to prove that you had health coverage in 2015 to avoid the individual mandate.
 - The information on 1095C Part II is only relevant to the employer mandate in this case and is not necessary for your individual tax filing

Everyone's tax situation is different and you should consult with your tax advisor to verify which forms you need to complete your individual tax return.

1095 & Deerfield Community School District

You can expect to receive the following forms in connection with your employment with Deerfield Community School District:

- ✓ 1095B from the insurance company if you are enrolled on the Dean Health Plan
- ✓ 1095C from the District if you are a full-time employee (as defined by the ACA)

Remember you and your family members may also receive 1095s from other employers for whom you were employed and/or other insurance companies and other entities from whom you obtained health coverage during 2015.

This is a lot to take in right now, but eventually Form 1095 whether it be A, B, or C will become as routine as receiving your Form W-2 every year. If you only get one thing from this information right now, it would be to watch for your Form 1095 in January, in whatever form you may receive it, and save it with your important papers as you need it as you prepare for your tax returns.