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# ***THE GROUP BENEFIT NEWS BULLETIN***

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## Health Care Reform Update

### **IRS Releases Details on Employer Reporting Content**

As a follow-up to our earlier bulletin from July (see attached in email) on the Employer Reporting Requirements related to the Employer Shared Responsibility Provision, the IRS released last week further details as to the content and deadlines for submitting the necessary reports. Section 6055 reporting relates to minimum essential coverage and Section 6056 relates to reporting requirements of Large Employers subject to the Employer Shared Responsibility Provision. Transitional relief was granted for both reports and will not be required for the 2014 calendar year, but will be required for the 2015 calendar year.

#### **Section 6055:**

Section 6055 requires those providing minimum essential coverage to submit the necessary documents to the IRS. Examples: Fully Insured Coverage = The Carriers; Self Funded = Employer; Government Sponsor Programs = Agency that provides coverage, e.g. Department of Defense = TRICARE.

#### Examples of the type of information required to be reported:

(1) The name, address, and taxpayer identification number (TIN) of the primary insured (i.e. responsible individual); (2) the name, dates of coverage, and TIN of each individual covered under a policy; (3) whether health insurance coverage is a qualified health plan offered through an Exchange.

For Self Funded plans, the above plus the following: (1) the name, address, and employer identification number (EIN) of the employer maintaining the plan; (2) the portion of the premium (if any) paid by the employer; (3) whether the coverage was enrolled through the SHOP; and (4) any other information that the Secretary requires.

Those submitting this report may utilize Form 1095-B along with the required transmittal Form 1094-B. Reports must be submitted by February 28<sup>th</sup> (or March 31<sup>st</sup> if filed electronically) of the calendar year following the effective year that is being reported. Example: Effective Year is 2015; must be submitted by February 28<sup>th</sup>, 2016 (or March 31<sup>st</sup>, 2016 if filed electronically).

In addition, the reporting entity must furnish a written statement to the responsible individual with the following information by January 31<sup>st</sup> of the following calendar year following the effective year being reported:

- (1) Contact phone number for the person required to file the return and policy number, if applicable; and
- (2) the information required to be reported to the IRS.

#### **Section 6056:**

Section 6056 requires Large Employers subject to the Employer Shared Responsibility Provision (50 or more full-time employees and /or equivalents) to submit the necessary documents to the IRS.

#### Examples of the type of information required to be reported:

(1) The name, address, and employer identification number of the employer, the name and telephone number of the applicable large employer's contact person, and the calendar year for which the information is reported;

- (2) A certification as to whether the employer offered to its full-time employees (and their dependents) the opportunity to enroll in minimum essential coverage under an eligible employer-sponsored plan, by calendar month;
- (3) The number of fulltime employees for each month during the calendar year;
- (4) For each full-time employee, the months during the calendar year for which coverage under the plan was available;
- (5) For each full-time employee, the employee's share of the lowest cost monthly premium (self-only) for coverage providing minimum value offered to that full-time employee under an eligible employer-sponsored plan, by calendar month;
- (6) The name, address, and taxpayer identification number of each full-time employee during the calendar year and the months, if any, during which the employee was covered under an eligible employer-sponsored plan.

Employers may utilize Form 1095-C along with the required transmittal Form 1094-C. Reports must be submitted by February 28<sup>th</sup> (or March 31<sup>st</sup> if filed electronically) of the calendar year following the effective year that is being reported. Example: Effective Year is 2015; must be submitted by February 28<sup>th</sup>, 2016 (or March 31<sup>st</sup>, 2016 if filed electronically).

In addition, employers must furnish a written statement to each of its full-time employees with the following information by January 31<sup>st</sup> of the following calendar year following the effective year being reported:

- (1) Name, Address, and Employer Identification Number of the Employer;
- (2) the information required to be reported to the IRS.

As always, TBPG will continue to monitor all updates and keep you informed of any pertinent information. If you have any questions, please contact your TBPG representative.

The Benefit Planning Group  
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