
THE GROUP BENEFIT NEWS BULLETIN

Updates on Health Care Reform

IRS Releases Final Versions of Employer Reporting Forms

In follow-up to our recent bulletins on this topic, the IRS recently released the final versions of the ACA reporting forms for section 6055 (reporting of Minimum Essential Coverage) & 6056 (offering of coverage). In addition to the final forms, instructions regarding filing procedures were also finalized.

This reporting is to be completed at the end of each calendar year, so Employers should begin to familiarize themselves with the reporting forms and instructions in order to develop appropriate strategies for compliance for 2015. Additionally, Employers need to make certain that the information being requested on the forms can be captured by current processes and systems, otherwise Employers may need to make adjustments to do so.

Final versions of the reporting forms and instructions can be found through the following links:

Section 6055

Form 1095 B, Health Coverage: <http://www.irs.gov/pub/irs-pdf/f1095b.pdf>

Form 1094 B, Transmittal Letter: <http://www.irs.gov/pub/irs-pdf/f1094b.pdf>

Instructions for 1094-B and 1095-B: <http://www.irs.gov/pub/irs-pdf/i109495b.pdf>

Section 6056 (these combined forms also satisfy 6055 reporting of MEC)

Form 1095 C, Employer Provided Health Insurance Offer and Coverage: <http://www.irs.gov/pub/irs-pdf/f1095c.pdf>

Form 1094 C, Transmittal Letter: <http://www.irs.gov/pub/irs-pdf/f1094c.pdf>

Instructions for 1094-C and 1095-C: <http://www.irs.gov/pub/irs-pdf/i109495c.pdf>

Background:

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.

Section 6056 relates to reporting requirements of Applicable Large Employers subject to the Employer Shared Responsibility Provision., with respect to the record of coverage offering to eligible employees.

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. Employers who have been granted transitional relief for 2015 from the Employer Mandate will still be required to file the necessary returns to the IRS indicating the transitional relief that applies to them.

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.