

## New Tax Forms for the 2015 Tax Year

The Affordable Care Act (“ACA”) requires all Applicable Large Employers (ALE) such as CSU Fullerton Auxiliary Services Corporation (“ASC”) to provide a new tax form, Form 1095-C, to every employee who meets the ACA definition of a full-time employee during the 2015 calendar year. This group is generally defined as working 30 or more hours per week during the previous calendar year. The IRS also requires medical insurance carriers to issue Form 1095-B to every individual who was covered under ASC’s medical plan. Below, please find important information on each tax form. **Note that the IRS has extended the distribution deadline of the 1095-C and 1095-B Forms from January 31, 2016 to March 31, 2016, as reflected below.**

| IRS Form           | Who Will Be Sending The Form | Who Will Receive The Form  | What To Do With The Form  | If You Have Questions About The Form   |
|--------------------|------------------------------|--|---|--|
| <b>Form 1095-C</b> | The Employer                 | Employees who meet the ACA definition of a full-time employee during the previous calendar year. | Give the form to your tax preparer, and keep it with your tax records. The form provides: <ul style="list-style-type: none"> <li>• Information about the type of coverage offered to you in 2015 and its cost; and</li> <li>• Information that helps the IRS determine the correct amount of federal subsidy, if any, applicable to coverage purchased from a marketplace. Note that if an individual is eligible to enroll in employer-sponsored coverage that is minimum essential coverage, minimum value and affordable, the individual is NOT eligible to receive federal subsidies for coverage purchased from a marketplace/exchange.</li> </ul> | Contact the employer: <ul style="list-style-type: none"> <li>• If you believe that you should receive this form, and do not receive it by March 31; or</li> <li>• If the form contains incorrect information</li> </ul>                          |
| <b>Form 1095-B</b> | The Insurance carrier        | Employees covered under a fully-insured group medical plan maintained by the employer.           | Give the form to your tax preparer, and keep it with your tax records. The form provides proof of medical coverage, to help you avoid the IRS “individual mandate penalty.”   | Contact the insurance carrier or the employer: <ul style="list-style-type: none"> <li>• If you believe that you should receive this form, and do not receive it by March 31; or</li> <li>• If the form contains incorrect information</li> </ul> |

Throughout 2015, ASC has been working to prepare and distribute the Form 1095-C. We expect distribution of the Form 1095-C to take place by the **extended deadline of March 31, 2016**. Note that you may receive more than one Form 1095-C if you worked for more than one employer in 2015. You may also receive more than one Form 1095-B if you had medical coverage from another employer during 2015.

### **Can I file my personal tax return before I receive a Form 1095-C/1095-B?**

Yes. Due to the extended deadline for employers and insurance carriers to issue Forms 1095-C and 1095-B to employees and to the IRS, individuals are allowed to file their personal tax returns before March 31, 2016, even if they have not yet received Forms 1095-C and 1095-B. The IRS will NOT require individuals to correct or refile their personal tax returns for the 2015 tax year once they receive Form 1095-C from their employer(s) or a 1095-B from their medical carrier.

### **Additional Helpful Information:**

- If you did not have health coverage at any point during the year, you may be subject to a penalty.
- The new ACA tax provision affects only your health insurance coverage (**NOT** other benefit coverage such as dental, vision, etc.)
- For additional information go to: <https://www.irs.gov/Affordable-Care-Act>