

# **Form 1095-C**

## **Frequently Asked Questions and Answers**

### **What is Form 1095-C?**

Form 1095-C contains detailed information about the health care coverage provided by employers. The information will be used to determine whether employees will pay a penalty for failing to have health care coverage as required by the Patient Protection and Affordable Care Act. The form serves as proof of insurance for the Internal Revenue Service (IRS).

### **Will I receive a 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) and/or enrolled in the employer's health insurance plan in the tax year. If, at any point in the tax year, you were offered or enrolled in an MCPS-provided medical insurance plan with CareFirst, Cigna, or Kaiser Permanente, then you should receive a 1095-C.

### **Why did I receive more than one 1095-C?**

If you worked at more than one company, you may receive a 1095-C from each company/ employer.

### **What should I do with my 1095-C?**

When you receive your 1095-C, keep it for your records. Although you may choose to submit your 1095-C to the Internal Revenue Service (IRS) with your income tax return, you are not required to. Therefore, should you submit your tax return prior to receiving your 1095-C, you will NOT need to amend your tax return to include it. MCPS will submit the information from your 1095-C to the IRS.

### **When will I receive my Form 1095-C?**

The IRS requires that the 1095-C be provided to employees by March 2, 2017. If you believe you should have received a 1095-C but have not by March 2, 2017, please contact the Employee and Retiree Service Center (ERSC) at 301-517-8100 or [ERSC@mcpsmd.org](mailto:ERSC@mcpsmd.org).

### **Will I be fined if I did not receive Form 1095-C?**

If you do not 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](http://www.irs.gov) or [www.healthcare.gov](http://www.healthcare.gov) to learn more.

## **Why didn't I receive a Form 1095-C?**

If you did not work full-time (i.e., an average of 30 or more hours per week) and were not enrolled in an MCPS-provided medical plan at any time during the tax year, you should not receive a 1095-C. You also may not receive a 1095-C if you were not the employee who carried the coverage for yourself and eligible dependents.

## **What information is on a Form 1095-C?**

There are three parts to the form:

- Part 1 reports information about you and MCPS.
- Part 2 reports information about the medical plan coverage MCPS offered to you, the affordability of the coverage offered, and the reason why you were or were not offered coverage.
- Part 3 reports information about the individuals covered under your plan, including any dependents.

## **Why was Part 3 of my 1095-C left blank?**

Part 3 of your 1095-C will be left blank if—

- neither you nor your dependents were enrolled in coverage for any month of the year;
- the coverage is through a fully-insured plan, such as Kaiser Permanente\*\*;
- the coverage is through COBRA; and/or
- you were an employee of a union who received MCPS health coverage.

\*\* If you carry a Kaiser Permanente medical insurance plan, your dependents are not listed on your 1095-C as per federal guidelines. As a fully insured plan, Kaiser Permanente should send you a second 1095, which will include a list of your dependents.

## **How will my 1095-C 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 tax return.

## **Do I need both my Form 1095-C and W-2 to file my taxes?**

No. You will only need your W-2 to file your income taxes. You do not need your 1095-C to complete your tax return.

## **I resigned from MCPS during the tax year. If I receive a 1095-C, what will it reflect?**

Your 1095-C will show whether or not you were covered by an MCPS-provided medical plan while employed with MCPS. If you did not carry medical coverage through MCPS, it will show that you were offered such coverage, but chose not to enroll.

## **I retired from MCPS during the tax year. If I receive a 1095-C, what will my 1095-C show?**

If you receive a 1095-C, it will show your medical insurance coverage during the time you were employed with or retired from MCPS.

## **During the tax year, I participated in a Benefit Strategies-administered COBRA health plan. Will I receive a 1095-C?**

Yes.

## **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 is 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)
- **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, such as with Kaiser Permanente.\*
- **1095-C** if coverage was provided by your employer. MCPS will issue a 1095-C.

## **What if I have more questions?**

For answers to your questions about your 1095-C, visit the following websites:

- [www.irs.gov](http://www.irs.gov)
- [www.healthcare.gov](http://www.healthcare.gov)
- [www.mytaxform.com](http://www.mytaxform.com)

\* Kaiser Permanente members will receive a Form 1095-B from Kaiser Permanente and a Form 1095-C from MCPS.