



**SPECIAL EDITION**  
**ComplianceConnection**  
*September 22, 2014*



## **IMPORTANT ACA Employer Reporting Requirements to the IRS**

The Affordable Care Act ("ACA") created new reporting requirements under Internal Revenue Code ("Code") Sections 6055 and 6056. Under these new reporting rules, certain employers must provide information to the IRS about the medical plan coverage they offer (or do not offer) to their employees.

**Code Section 6055** requires insurers, insurance issuers, self-insured health plan sponsors, government agencies that administer government-sponsored health insurance programs and any other entity that provides minimum essential coverage ("MEC") to report information on that coverage to the Internal Revenue Service ("IRS") and covered individuals.

***Information reporting under Section 6055 is voluntary for the calendar year 2014. Reporting is first REQUIRED in early 2016 with respect to calendar year 2015.***

For IRS Questions and Answers on Code Section 6055 click [here](#).

**\*\*SAVE THE DATE\*\***

**ACA Webinar  
Where Are We  
Now?**

**November 5th, 2014  
2pm - 3pm EDT**

**SAVE THE DATE**  
November 5th, 2014  
2pm - 3pm EDT

**LIVE COMPLIMENTARY WEBINAR**  
**The Affordable Care Act:**  
**Where Are We Now?**

A year in review by Henry Smith from Smith & Downey on the primary issues currently confronting employers under the ACA.

Registration details to follow at the end of September!  
\*Limited registration available so you will need to act fast to reserve your spot!

**Questions about the Affordable Care Act?**  
Send in your questions now for review and have them addressed during the webinar! Submit your questions [here!](#)

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**Registration Information  
will be available at the  
end of September!**

**Code Section 6056** requires applicable large employers ("ALEs") subject to the employer shared responsibility rules to report information on the health coverage offered to full-time employees to the IRS and covered individuals. **Information reporting under Section 6056 is voluntary for the calendar year 2014. Reporting is first REQUIRED in early 2016 with respect to calendar year 2015.** For IRS Questions and Answers on Code Section 6056 click [here](#).

The additional reporting is intended to promote transparency with respect to health plan coverage and costs. It will also provide the government with information to administer other ACA mandates, such as the large employer shared responsibility penalty and the individual mandate.

On March 5, 2014, the IRS released two final regulations on the ACA's health coverage reporting requirements.

On July 24, 2014, the IRS released draft forms relating to the information reporting requirements under Code Sections 6055 and 6056.

**Summary of the DRAFT Forms**

The draft forms operationalize the information reporting requirements under IRC Sections 6055 and 6056. The draft forms issued included:

**1095-B Health Coverage**

Insurers and self-funded plans will provide one to each enrollee. The form provides information on the coverage provided.

**1094-B Transmittal of Health Coverage Information Returns**

Transmittal form insurers and self-funded plans will file with IRS along with all the Forms 1095-B.

**1095-C Employer-Provided Health Insurance Offer and Coverage**

Large employers will provide one to each enrollee. The form provides information on the coverage provided, and on to whom and when the coverage was offered.

**1094-C Transmittal of Employer-Provided Health Insurance Offer and Coverage Information Returns**

Transmittal form insurers and self-funded plans will file



with IRS along with all the Forms 1095-C.

**1095-A Health Insurance Marketplace Statement**  
Exchanges will provide to their enrollees.

On August 28, 2014, the IRS released draft instructions for the above forms that employers use to report under Code Sections 6055 and 6056.

To read the IRS Instructions on how to complete Form 1094-C and Form 1095-C click [here](#).

To read the IRS Instructions on how to complete Form 1094-B and Form 1095-B click [here](#).

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