

Coming Soon: New Tax Forms for Health Insurance

If you had health insurance for any portion of 2015, you will be getting new forms that you should keep with your 2015 tax information. These forms are not required to file your 2015 income tax return. You and your adult family members may get one or more of these documents in March 2016.

1: The 1095-B

Form 1095-B Health Coverage

Department of the Treasury
Internal Revenue Service

OMB No. 1545-0052
2015

Part I **Responsible Individual**

1 Name of responsible individual

2 Social security number (SSN)

3 Date of birth (if SSN is not available)

4 Street address (including apartment no.)

5 City or town

6 State or province

7 Country and ZIP or foreign postal code

8 Enter letter identifying Origin of the Policy (see instructions for codes)

9 Small Business Health Options Program (SHOP) Marketplace identifier, if applicable

Part II **Employer Sponsored Coverage (see instructions)**

10 Employer name

11 Employee identification number (EIN)

12 Street address (including room or suite no.)

13 City or town

14 State or province

15 Country and ZIP or foreign postal code

Part III **Issuer or Other Coverage Provider (see instructions)**

16 Name

17 Employee identification number (EIN)

18 Contact telephone number

19 Street address (including room or suite no.)

20 City or town

21 State or province

22 Country and ZIP or foreign postal code

Part IV **Covered Individuals (Enter the information for each covered individual.)**

(a) Name of covered individual	(b) SSN	(c) DOB (if SSN is not available)	(d) Covered (all 12 months)	(e) Months of coverage											
				Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
23															
24															
25															
26															

This portion will list all of the individuals covered by your health insurance, and which months of the year they were covered by this particular plan.

You will get Form 1095-B if:

1. You were enrolled in the Priority Health Standard HMO Plan.

AND/OR

2. You purchased individual health insurance coverage.

2: The 1095-C

This portion shows the IRS what coverage, if any, your employer offered to you in 2015.

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

Department of the Treasury
Internal Revenue Service

OMB No. 1545-0051
2015

Part I **Employee**

1 Name of employee

2 Social security number (SSN)

3 Date of birth (if SSN is not available)

4 Street address (including apartment no.)

5 City or town

6 State or province

7 Country and ZIP or foreign postal code

8 Street address (including room or suite no.)

9 City or town

10 State or province

11 Country and ZIP or foreign postal code

12 Contact telephone number

13 Employee identification number (EIN)

Part II **Employee Offer and Coverage**

14 Offer of Coverage (enter required codes)

15 Employee (Share of Cost, Monthly Premium, for Self-Only, Minimum Value Coverage)

16 Applicable Section 501(c)(29) State Health Insurance Reform, if applicable

Part III **Covered Individuals**

If Employer provided self-insured coverage, check the box and enter the information for each covered individual.

(a) Name of covered individual	(b) SSN	(c) DOB (if SSN is not available)	(d) Covered (all 12 months)	(e) Months of coverage											
				Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec
17															
18															
19															
20															

This portion lists all of the individuals covered by your health insurance, and which months of the year they were covered by this particular plan.

You will get Form 1095-C if:

1. Your employer has, on average, more than 50 full-time employees, and you were one of them.
 - It doesn't matter if you enrolled in their plan or not, you will still get a form.

AND/OR

2. You were enrolled in the GVSU Standard PPO or GVSU High Deductible PPO Plan.

Health Insurance Tax Forms: Frequently Asked Questions

1. Why am I getting these forms?

The Affordable Care Act (ACA) requires that ***you and your family members*** maintain health insurance or pay a penalty. This is called the **individual mandate**. The new forms, which show who was covered by a particular health plan during the year, are required to show you are compliant (or not compliant) with your individual mandate.

Additionally, the ACA requires ***large employers*** (those with 50 or more full-time employees), to offer health insurance to their full-time employees, or pay a penalty. This is called the **employer mandate**. The new forms, which show what was offered to you and your family during the year, are required to show compliance with the employer mandate.

Finally, since GVSU offers you affordable coverage, as indicated on the form, you and your family members may not claim a tax credit for individual coverage purchased in lieu of GVSU's coverage. If you claimed a tax credit, the IRS will use these forms to confirm your eligibility.

2. How do I know what forms to expect?

The combination of forms you and your family receive may be different than what is received by your friends and co-workers. Things that will impact your experience:

- How many employers did you have over the calendar year? Were you employed full time by all of them?
- Was your spouse employed and how many employers did he/she have over the calendar year? Was he or she employed full time by all of them?
- Were your/your spouse's employers large (50 or more full-time employees) or small (less than 50 full-time employees)?
- Did your/your spouse's employers offer health insurance to you and your family?
- Were these health plans fully-insured or self-insured?
- Did you or your spouse have individual coverage at any point during the calendar year?
- Do you have older children who were employed full-time? They may also receive these forms.

The forms you receive should paint a full picture of all the health coverage offered to you, as well as all of the health coverage actually in force for your family over the entire calendar year.

For example: John and Jane Smith are married and have three children. John was employed all year by Company A on a full-time basis and offered health coverage. However, the family chose to enroll in the coverage offered by Jane's employer.

Jane was employed by Company B, with less than 50 full-time employees and fully-insured health coverage from January – June, and then by Company C, with more than 50 full-time employees and self-funded health coverage from July – December.

John and Jane will receive:

- A 1095-C from Company A, showing that John and his family were offered coverage for the entire year,
- A 1095-B from the insurance company where the family was enrolled from January – June, and
- A 1095-C from Company C, showing that coverage was offered, and the family was enrolled in the coverage from July – December.

3. How do I know if GVSU has fully-insured or self-insured coverage?

Grand Valley State University offers both fully-insured and self-insured coverage. If you had other employers this year, or if your spouse is employed, you will need to contact that employer for more information.

From a practical perspective, this information is only important with regard to whether you should expect 1095-B forms or 1095-C forms (or both) when you are preparing your taxes.

4. What do I do with these forms?

Form 1095-B and 1095-C will not be required to complete your 2015 income tax return. When you receive these forms you should keep them with your other important tax documents.

5. When should I receive the forms?

Like your W2, these forms are due to be distributed no later than March 31st for the prior calendar year.

6. I think I am missing some forms. Who do I contact?

If you are missing forms from GVSU, please contact Health and Wellness at 331-2220. If you are missing other forms, you will need to contact the employer or insurance provider for the health plan in question.

7. I need more help. Who do I contact?

Unfortunately, we can't give you specific tax advice. If you need additional assistance, we suggest you reach out to your tax preparation professional or take advantage of GVSU's Employee Assistance Program financial and legal services through Encompass, 1-800-788-8630 ext. 000 or encompasseap1@gmail.com.

The information provided is a courtesy to our faculty, staff and their families, intended to help them prepare for the documents they will receive relative to the coverage offered to them as an employee of Grand Valley State University. It does not constitute tax or legal advice.