

KENT CITY SCHOOLS

EMPLOYEE COMMUNICATIONS RELATED TO EMPLOYER-SPONSORED MINIMUM ESSENTIAL COVERAGE

Beginning with the 2015 tax year, certain employers must provide a federal form (referred to as a Form 1095-C) to all full-time employees, individuals entitled to an offer of coverage, and to anyone else who is covered by the employer's health plan. Initially, employers were required to distribute the Form 1095-C to employees/former employees by January 31, 2016 (the same deadline to distribute Form W-2s). However, the IRS recently extended the distribution deadline to March 31, 2016.

The Form 1095-C will be delivered via U.S. Mail from a vendor we hired, ACA Track.

When you file your 2015 tax return, you will be asked if you are enrolled in minimum essential coverage ("MEC") to avoid a tax penalty. If Kent City Schools offered you and your spouse and dependents MEC for one or more months during 2015, you will receive detailed information regarding the coverage the Kent City Schools made available to you when they distribute the Form 1095-C by March 31, 2016. Please note that:

- You do not file the Form 1095-C with your tax return.
- You do not have to wait for the Form 1095-C to file your tax return.
- If you are expecting to receive a Form 1095-A because you enrolled in a governmental Marketplace plan, you should wait to file your 2015 income tax return until you receive that form. You will only receive a Form 1095-A if you or a family member enrolled in a governmental Marketplace plan. The form will come from the government. Kent City Schools will not receive a copy of the form.

Because you will not receive the Form 1095-C until March 31, 2016, Kent City Schools has prepared frequently asked questions for you with general information. This document is for informational purposes only. You should not attach this document to your personal income tax filing.

If you have any questions or need additional information regarding your health coverage, please contact: Rose Carnahan, (330) 676-7644, ke_rcarnahan@kentschools.net.

SEE NEXT PAGE FOR ANSWERS TO FREQUENTLY ASKED QUESTIONS.

FREQUENTLY ASKED QUESTIONS

Q-1: How does the government know if I've complied with the Individual Mandate?

A-1: Individuals will indicate on their Form 1040, 1040A, or 1040EZ if they have complied with the individual shared responsibility mandate by checking box 61 of Form 1040 (line 38 of Form 1040A or line 11 of Form 1040EZ). Individuals who qualify for exemptions or exceptions from the individual shared responsibility mandate will need to complete and file Form 8965.

Q-2: What is the Form 1095-C?

A-2: The Form 1095-C provides information about the health coverage offered by your employer. The cost of coverage listed is the single rate, even though you may have enrolled in family coverage. The Form 1095-C will be distributed by March 31, 2016.

Q-3: I thought I would receive proof of coverage from my employer before I filed my tax return this year. What changed?

A-3: The IRS extended the distribution deadline. Your employer does not need to provide a Form 1095-C to you until March 31, 2016.

Q-4: Should I wait to file my individual tax return until I receive a Form 1095-C from my employer?

A-4: It is up to you. You do not have to wait until you receive your Form 1095-C. While the information on these forms may assist in preparing your tax return, the Form 1095-C is not required. Individual taxpayers will generally not be affected by the extension and should file their returns as they normally would.

You can prepare and file your return using other information about your health insurance.

Q-5: What other information can I use to prepare my return?

A-5: The IRS has stated that you do not have to wait for a Form 1095-C from your employer to file your 2015 individual income tax return. You can use other forms of documentation instead of the Form 1095 information returns to prepare your tax return. Other forms of documentation that would provide proof of your insurance coverage include:

- insurance cards,
- explanation of benefits,
- statements from your insurer,
- W-2 or payroll statements reflecting health insurance deductions,
- records of advance payments of the premium tax credit, and
- other statements indicating that you, or a member of your family, had health care coverage.

If you and your entire family were covered for the entire year, you may check the full-year coverage box on your return. If you or your family members did not have coverage for one or more months of the calendar year, you may claim an exemption or make an individual shared responsibility payment.

You will not need to send the IRS proof of your health coverage. However, you should keep any documentation with your other tax records. This includes records of your family's employer-provided coverage, premiums paid, and type of coverage.

Q-6: Should I wait to file my individual tax return until I receive a Form 1095-A?

A-6: Yes. If you are covered under a governmental Marketplace plan, the Marketplace must provide you with a Form 1095-A by February 1, 2016. You will only receive this form directly from the government Marketplace. Your employer will not and cannot supply you with this form.

Q-7: After I receive the Form 1095-A do I need to wait for more information from my employer?

A-7: You may wish to ask for more information from your employer. You may be eligible for a tax credit if you did not receive an advance determination from the federal/state exchange. For this reason, you will need the Form 1095-C from employer (or other communication) to determine if you are eligible for a premium tax credit.

Q-8: Will I receive some type of Form if I am covered by Medicare, Medicaid, CHIP, TRICARE, or other government-based plan?

A-8: Yes. If you are covered under a governmental plan, you will receive a Form 1095-B. However, you do not need to wait for it to file your tax return. You will only receive the form directly from the governmental agency. Your employer will not and cannot supply you with the form.

Q-9: What do I do if I receive information from my employer that conflicts with the Form 1095-C?

A-10: Please contact: Rose Carnahan, (330) 676-7644, ke_rcarnahan@kentschools.net. However, you do not have to amend your tax return for 2015 if you have already filed it and relied on information from your employer.

Q-10: Where can I find more information about the individual shared responsibility provision?

A-10: The IRS has several helpful publications:

Q&As: [http://www.irs.gov/Affordable-Care-Act/Individuals-and-Families/Questions-and-Answers-on-the-Individual-Shared-Responsibility-Provision#Reporting Coverage or Exemptions or Making Payments](http://www.irs.gov/Affordable-Care-Act/Individuals-and-Families/Questions-and-Answers-on-the-Individual-Shared-Responsibility-Provision#Reporting%20Coverage%20or%20Exemptions%20or%20Making%20Payments)

Q&As: <https://www.irs.gov/Affordable-Care-Act/Questions-and-Answers-about-Health-Care-Information-Forms-for-Individuals>.

Form 8965, Health Coverage Exemptions: <http://www.irs.gov/pub/irs-pdf/f8965.pdf>.

Form 2015, Form 1040 Instructions: <https://www.irs.gov/instructions/i1040gi/>.