

ACA Employer and Insurer IRS Reporting & Employee Statements 2015



ACA Reporting Begins in 2016 (For 2015 Data)

Purpose and Types of Reporting

Employer mandate: Did the employer offer the requisite coverage to avoid assessments?

Individual mandate: Did the taxpayer have the requisite coverage?

Public exchange premium subsidies:

Should IRS claw back any premium subsidy taxpayer got last year?

May taxpayer claim premium subsidy for any months of last year?

Minimum Essential Coverage*
(§ 6055)

Employer Shared Responsibility
(§ 6056)

IRS Filing

Include all covered individuals enrolled in MEC.

Individual Statements

to each "responsible individual" who enrolls self or others in MEC.

IRS Filing

Include each full-time employee.

Individual Statements

to each employee who was full time for at least 1 month during reporting year.

* No small employer exemption.

Common Features Of MEC And ESR Reporting



Penalties for non-compliance: \$100 for each missed return, up to annual max of \$1,500,000

2015 Reporting Deadlines

The first reports are for the 2015 calendar year.

Report	Paper	Electronic
IRS “transmittal” returns (1094s)	February 29, 2016	March 31, 2016
Employee statements (1095s)	February 1, 2016	February 1, 2016*

**January 1,
2015**

Employers need to be prepared to start collecting necessary data!

*Employers must comply with the IRS conditions for electronic delivery of employee statements.