



Date: January 20, 2016
To: UNC Employees Eligible for or Enrolled in University-sponsored Health Coverage
From: **Brian Usischon**
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Subject: Coming Soon: New IRS Form 1095-C and 1095-B

In the coming months, you may receive one or two new Federal income tax forms — Form 1095-C and Form 1095-B.

Why are these Forms Important?

Under the Affordable Care Act (ACA), when you complete your 2015 tax return, you will be required to indicate whether or not you (and your eligible dependents) had qualifying medical coverage for all of 2015. This year, the University will send you a new tax form, Form 1095-C, which includes information about the health coverage offered to you by the University. In some instances, our insurance carriers will be sending you Form 1095-B. You may receive one or both of these forms. (See “Who Will Receive a Form 1095-C or 1095-B” to determine which form you will receive.)

It is not necessary for you to wait until you receive these forms to file your tax return. While the information on the forms may assist you in preparing your return, the forms are not required. Similar to last year, you can prepare and file your return using other information about your health insurance. Also, if you are not considered a full-time employee under the ACA rules, you may not receive these forms, or you may only receive one form.

What Information Does the Form 1095-C Contain?

- Your name, Social Security number and address
- Your Employer’s name, Employer Identification Number (EIN) and address, and
- Information about health coverage that the University offered you and your dependents during 2015.

The image shows a sample of the 2015 Form 1095-C, 'Employer-Provided Health Insurance Offer and Coverage'. The form is divided into several sections:

- Section 1: Employee Information** - Includes fields for name, Social Security number, and address.
- Section 2: Employer Information** - Includes fields for employer name, EIN, and address.
- Section 3: Employee Offer and Coverage** - Includes a table for 'Plan Start Month' (1-12) and 'Plan End Month' (1-12).
- Section 4: Covered Individuals** - A large grid where the employer indicates the type of health coverage provided for each individual from January to December. The grid has columns for 'Jan', 'Feb', 'Mar', 'Apr', 'May', 'June', 'July', 'Aug', 'Sept', 'Oct', 'Nov', and 'Dec'.

 The form also includes checkboxes for 'VOID' and 'CORRECTED', and a '2015' year indicator.

What Information Does the Form 1095-B Contain?

- Your name, Social Security number and address, as well as your dependent's names and Social Security numbers or date of birth, and
- Information about the health coverage you and your dependents, if applicable, were enrolled in during 2015.

Who Will Receive a Form 1095-C or 1095-B?

The following individuals will receive a Form 1095-C from the University:

- **Employees** eligible for health coverage under any of the following health plans offered by the University:
 - Enhanced 80/20 Plan
 - Traditional 70/30 Plan
 - Consumer-Directed Health Plan
 - High Deductible Health Plan
- **Former employees** who were eligible and/or enrolled in University-sponsored health coverage during 2015, either as active employees and/or COBRA participants
- **Retirees** who are enrolled in coverage under the plans referenced above

The following individuals will receive a Form 1095-B from another organization, not UNC:

- **Retirees** enrolled in the State Health Plan Medicare Advantage Plan will receive a 1095-B from the Medicare Advantage Insurer (either Humana or United Health Care)
- **Students** enrolled in the UNC Student Health Insurance Plan will receive a 1095-B from Blue Cross / Blue Shield of North Carolina

The following will receive a Form 1095-C from the University and a Form 1095-B from Blue Cross / Blue Shield of North Carolina:

- **Postdoctoral fellows** eligible for health coverage under the UNC Postdoc Medical Insurance Plan

When Will I Receive the Forms?

The forms will be mailed to your home address by March 31 or sooner if available.

Initially, the forms were to be mailed by February 1; however, the IRS granted employers and insurers a two-month extension to prepare them.

What Do I Need to Do?

When you receive the form(s), save them with your other important tax records. You will **not** need to attach or file the forms with your Federal income tax return.

If you (and your eligible dependents) were enrolled in the health plan provided by the University for all of 2015, you can indicate on the appropriate line of the IRS Form 1040, 1040A or 1040EZ that you (and your eligible dependents) had qualifying medical coverage.

If you (or your eligible dependents) did not have health coverage for all of 2015, you may be assessed a tax penalty unless you qualify for an exemption.

If I Cover My Dependents under the Health Plan Provided by the University, Will They Receive a Separate Form 1095-C or 1095-C?

Generally no. Coverage for both you and your eligible dependents will be included on the form(s) sent to you.

Note: If your eligible dependents file separate tax returns, they will need to provide information about their medical coverage when completing their tax returns. You can provide a copy of the form(s) to your eligible dependents; however, they do not need the form(s) to complete their individual tax returns. They can prepare and file their returns using other information about their health insurance.

Save On TurboTax[®]

Need help preparing your 2015 taxes? Fidelity and TurboTax[®] are offering UNC employees up to \$20 off of TurboTax[®] tax preparation software. Visit this [TurboTax site](#) to get started.

Questions?

To find out more information about the new tax forms, click [here](#).