Draft Forms Issued
on New Employer Reporting Requirements in 2016

Health care reform created two new reporting requirements that address reporting when an individual is enrolled in minimum essential coverage and what type of medical benefits a large employer offers. The requirements are found in Internal Revenue Code ("IRC") Sections 6055 and 6056, respectively, and were delayed with the delay of the employer penalty.

In short, there are 2 important reporting requirements due in early 2016:

- A report to the IRS and to a primary insured reporting which individuals are enrolled in minimum essential coverage ("MEC") for individual mandate purposes, handled by the carrier for an insured plan and by the employer for a self-funded plan; and

- An information return to the IRS and to all full-time employees that reports the terms and conditions of the employer-sponsored health plan coverage, handled by large employers for employer penalty purposes.

On July 24, 2014, draft forms were issued. Because instructions have not yet been issued, these forms are difficult to understand. The draft forms are subject to change. Stay tuned for further developments.

For the draft forms, visit:

- http://www.irs.gov/pub/irs-dft/f1095c--dft.pdf (for large employers to report MEC; employers with insured plans only complete part of the form)

- http://www.irs.gov/pub/irs-dft/f1094c--dft.pdf (for large employers to report MEC - transmittal for Form 1095-C)

- http://www.irs.gov/pub/irs-dft/f1095b--dft.pdf (for small employers with self-funded plans and insurers to report)

- http://www.irs.gov/pub/irs-dft/f1094b--dft.pdf (for small employers with self-funded plans and insurers to report - transmittal for Form 1095-B)

Also see:

- http://www.irs.gov/pub/irs-dft/f8962--dft.pdf (for individuals to report in connection with Form 1040)

- http://www.irs.gov/pub/irs-dft/f8965--dft.pdf (for individuals to report in connection with Form 1040)

- http://www.irs.gov/pub/irs-dft/f1095a--dft.pdf (for the Exchange to report)

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