



Evergreen School District

From strong roots grow bright futures

February 22, 2016

To: All Employees

From: Nelly Yang, CBO

Re: Affordable Care Act; Employer-Provided Health Insurance Offer and Coverage (1095-C) and Health Coverage (1095-B) Statements for Tax Year 2015

This notice is to tell you about new statements you may soon receive from Evergreen School District and/or your health plan. Employees eligible for, and enrolled in, employer-sponsored health coverage will receive information statements from their employer and/or their health plan by March 31, 2016. These statements are copies of Forms 1095-C and 1095-B.

Who will receive a Form 1095-C from Evergreen School District?

Employees who meet the Affordable Care Act (ACA) definition of a full-time employee will receive a Form 1095-C.

Beginning in 2016, we are required to report to the Internal Revenue Service (IRS) about the health coverage, if any, that we offered to our employees who meet the ACA definition of a full-time employee, generally defined as working 30 or more hours per week during the previous year. We are also required to provide an information statement (Form 1095-C) to these employees about the information we will report to the IRS.

Who will receive a Form 1095-B from their health plan?

All employees (subscribers) enrolled in the District-sponsored health plan.

Beginning in 2016, health plans are required to report to the IRS about the minimum essential coverage provided to subscribers and their dependents during the previous year. Health plans are also required to provide an information statement (Form 1095-B) to each subscriber about the information it will report to the IRS.

When will I receive the forms?

For your 2015 tax filing, you will be receiving on or before March 31, 2016. In future years, you will receive information about your health coverage by January 31, the same timeline as your W2 Form.

Why didn't I receive both statements?

Employers will provide statements (1095-C) to full time employees as defined in the law. If you are not a full-time employee you will not receive this statement even if you are enrolled in the health benefits program.

Health plans will provide statements (1095-B) to each subscriber enrolled in the District-sponsored health benefits program. If you are not enrolled in the health benefits program, you will not receive a statement from a health plan.

More information about the statements

- Part III on Form 1095-C is purposefully left blank. The health plan will report actual enrollees, including dependents on Form 1095-B.
- Form 1095-B may be used to show that you meet the ACA's individual mandate regarding health coverage and should be retained with your income tax records.

Who can I contact with questions?

If you have questions, contact Nancy Cordon at 408-270-6861, ncordon@eesd.org or Mai Nguyen at 408-270-6847, mnguyen@eesd.org

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