



# MAKING THE COMPLEX SIMPLER

EMPLOYER MANDATE REPORTING SERVICES



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# IRS Reporting Requirements

The Affordable Care Act (ACA) created new employer reporting requirements under Internal Revenue Code Sections 6055 and 6056. Under these new reporting rules, certain employers must provide information to the IRS about the health plan coverage they offer (or do not offer) to their employees. This reporting provides the government with information to administer both the employer mandate and the individual mandate. This is an ongoing obligation for applicable employers.

## ⋮ FILING REQUIREMENTS

Under both Sections 6055 and 6056, each reporting entity is required to file all of the following with the IRS:

- A separate statement for each individual; and
- A single transmittal form for all of the returns filed for the calendar year.

Under Section 6055, insurance carriers generally file Forms 1094-B (a transmittal) and 1095-B (an information return). Under Section 6056, Applicable Large Employers (ALEs) file Forms 1094-C (a transmittal) and 1095-C (an information return) for each employee who was full time during any month regardless if they are enrolled in coverage. Self-funded ALEs that are reporting under both Sections 6055 and 6056 file using a combined reporting method, using Form 1095-C and Form 1094-C.

## ⋮ DEADLINES

These forms must be filed with the IRS annually, no later than February 28th (March 31st, if filed electronically) of the year immediately following the calendar year to which the return relates. ALEs filing 250 or more returns must file electronically.



Each reporting entity will also be required to furnish statements annually to individuals on or before January 31st of the year immediately following the calendar year to which the statements relate.

Your organization is an ALE if you or other related organizations (for instance, other members of a contracted group) employed an average of at least 50 full-time employees, including full-time equivalent employees, on business days during the preceding calendar year. For example, your 2015 employee count determines if you'll be required to track employee and health coverage information in 2016 to report in 2017.

## ⋮ REPORTING

With MZQ Consulting and Diversified Group, we take the confusion and complication out of meeting the IRS filing requirements. Our Full Service 6056 IRS Reporting Package will help you calculate, define and report the necessary data, including filing the necessary 1094-C and 1095-C forms, to ensure that your organization stays in compliance. Save time and focus on what your organization does best, while avoiding numerous potential penalties.

## ⋮ FEATURES

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Full-service ACA Reporting for Form 1094-C and Forms 1095-C

- MZQ will determine lines 14, 15 & 16 of the Form 1095-C  
—we don't ask for codes!
- MZQ electronically files Form 1094-C with the IRS
- MZQ prints and mails Forms 1095-C for clients
- Separate Tracking Services help clients identify who is and who is not a full-time employee under the ER Mandate
- We also prepare B Forms



## WHAT YOU NEED TO KNOW ABOUT THE FORMS

### FORM 1095-C

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Employer-Provided Health Insurance Offer and Coverage

- Provide to full-time employees to use when filing their tax returns.
- File with the IRS as an information return.
- Reports whether health insurance coverage was or was not offered to the employee; if offered, whether it was affordable; and any safe harbors or other transition relief available to the employer.
- Reports enrollment information from employers who offer self-insured plans and information about employees and individuals who enrolled in coverage to fulfill section 6055 reporting requirements.
- Helps the IRS determine if your organization potentially owes an employer mandate penalty to the IRS.
- Helps the IRS determine whether your full-time employees and their dependents are eligible for the premium tax credit.

### FORM 1094-C

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Transmittal of Employer-Provided Health Insurance Offer and Coverage Information Returns

- File with the IRS as a transmittal document for Forms 1095-C, Employer Provided Health Insurance Offer and Coverage.
- Provides a summary to the IRS of aggregate employer-level data.
- Helps the IRS determine whether an employer is subject to an employer mandate penalty and the proposed payment amount.

*To request a quote contact Carol Parda-Ziolko at [cparda-ziolko@diversifedgb.com](mailto:cparda-ziolko@diversifedgb.com). In the request, please include the number of EINs you are running payroll through and the number of full-time employees that worked at least one day in 2016.*