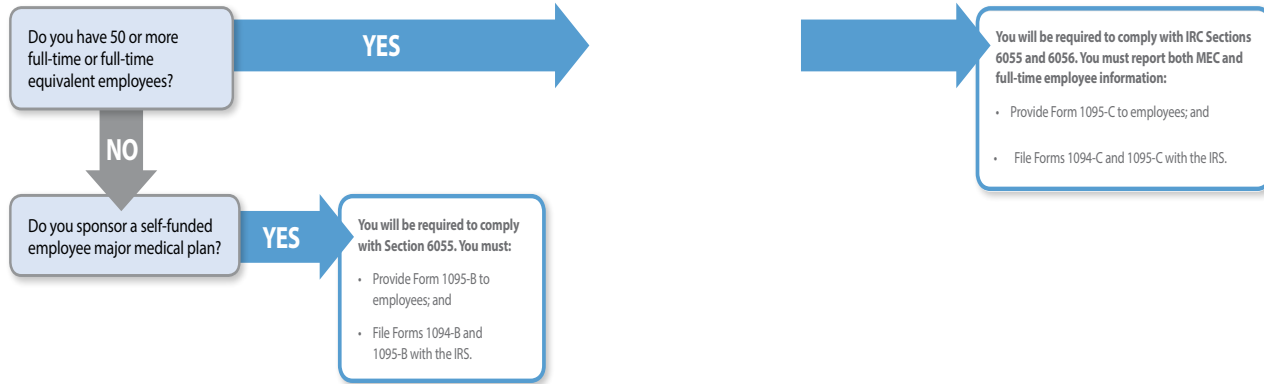


# ACA Employer Reporting Obligations for MHBF Members

Under the Patient Protection and Affordable Care Act (ACA) beginning in early 2016, Employers (municipal entities) must report to the Internal Revenue Service (IRS) and disclose to employees detailed data about their workforces and benefit offerings for the 2015 calendar year. Employers may use the flowchart below to help determine who has to file what. More information is available at: [HCReduction.com/EmployerReporting](http://HCReduction.com/EmployerReporting). The following is a brief introduction:

All employers with 50+ full-time equivalent employees are required to provide information to employees and the IRS regarding their access to Minimal Essential Coverage (MEC) under Internal Revenue Code (IRC) Section 6055 and, with

respect to full-time employees as defined by the ACA, information of an offer of adequate and affordable coverage under IRC Section 6056. While Employers (municipal entities) with fully insured major medical plans can rely on the insurer to submit the information on MEC, Employers (municipal entities) with insured and/or self-funded major medical plans have the responsibility to report the information under Section 6056 of the offer of adequate and affordable coverage to each full-time employee. This information must be reported using IRS Forms 1094-C and 1095-C for large Employers (municipal entities). Small Employers (municipal entities) that provide coverage must report on IRS Forms 1094-B and 1095-B and submit to the IRS by March 31 (if filed electronically) of the following year. Reporting for each calendar year will be due to the employee by January 31 and to the IRS by March 31 (if filed electronically) of the following year.



- As an employer/plan sponsor participating in the Municipal Health Benefit Fund, you are providing coverage that meets the minimum essentials required by the Act. As such, you must report in 2016 for the 2015 tax year using the forms and methods required by the IRS. The information report must be filed using transmittal forms. The transmittal form designated as 1094-B is used to file the 1095-B. The transmittal form 1094-C is used to file the 1095-C.
- For municipal entities offering fully insured major medical plans, contact the plan provider to ensure compliance with ACA tax reporting requirements.

For further clarification, please contact your certified public accountant, tax attorney, or American Fidelity Assurance Representative Charles Angel at 501-690-2532 or via email at [Charles.Angel@americanfidelity.com](mailto:Charles.Angel@americanfidelity.com).