

ACA Form 1095

Background

As part of the ACA's **individual shared responsibility**([link is external](#)), most individuals must have qualifying health insurance coverage for the year, either through employer coverage or through the **Health Insurance Marketplace**([link is external](#)) such as **Covered California**([link is external](#)). Individuals without minimum essential medical coverage (MEC) may be penalized for each full month the individual or his/her family member is uninsured. The penalty will be applied to Federal Income Tax Returns.

In addition, as part of the ACA employer mandate, FHDA is required to notify eligible employees and the IRS of available medical coverage. This notification is called the IRS Form 1095.

The IRS will use the information from Form 1095-C to administer the [Employer Shared Responsibility provisions](#). The form also helps the IRS administer premium tax credits for any employee who qualified and enrolled for coverage at a Health Insurance Marketplace rather than enrolling in your employer plan.

Notification of Coverage: IRS Form 1095 Coming in March

Below is a summary of the three Form 1095s that you may receive and what you should do with the form. FHDA will send eligible employees the Form 1095-C notification at end of March. The Form 1095-C will be sent via U.S.P.S. to your home address.

- 1) Form 1095-A: To be distributed by the Health Insurance Marketplace such as Covered CA if you enrolled during the tax year.
- 2) Form 1095-B: To be distributed by non-Marketplace Insurers such as Cal-PERS sponsored plans (e.g. Kaiser, Anthem BC, Blue Shield, HealthNet and UHC).
- 3) Form 1095-C: To be provided by FHDA if you have enrolled under CalPERS Plan during the tax year or if you were a full-time employee regardless of whether or not you are covered in a medical plan.