

Memo

To: All Employees
From: Business Office
Date: March 17, 2016
Re: Affordable Care Act – 1095-C

Recently, employees of the Harrison Board of Education received a 2015 Form 1095-C, Health Coverage, with their paycheck.

You will note the due date for furnishing Form 1095-C was changed from January 31, 2016, to March 31, 2016 by the Internal Revenue Service.

A few employees had questions about Line 15.

Many of these questions can be answered by reviewing the back of form 1095-C.

You will note that line 15 was not intended by the IRS to “match” what an individual actually contributed towards health insurance. Rather, Line 15 sets forth what your cost would have been had you selected the **lowest** cost premium coverage for **SINGLE** health insurance coverage that was **offered** to you (regardless of what you actually chose).

Understanding the Affordable Care Act and how it impacts you can be complicated. A further explanation can be found at:

<https://www.irs.gov/Affordable-Care-Act/Questions-and-Answers-about-Health-Care-Information-Forms-for-Individuals>

Thank you.