

What is Form 1095-C?

1095-C contains detailed information about the health care coverage provided by your employer. While this is information that will be reported to the IRS, you will not need this form to file your 2021 tax return.

Who receives a 1095?

The 1095 is not like a W-2 that every employee receives. 1095's will only go to employees who worked in a benefits-eligible status in 2021, and therefore were eligible to enroll in the University's health plan. That means employees who were not eligible for benefits – such as student employees, temporary employees, and part-time employees working less than 50% time – will not receive a 1095.

When will I get my 1095?

1095 forms must be issued by March 2, 2022. All University of Arkansas campuses are using a third party vendor, SOVOS, to produce and mail these forms. If you do not receive your form by February 1, please contact the UAMS Office of Human Resources at (501) 686-5650.

What information is on the 1095?

There are three parts to the form:

- Part 1 reports information about you and UAMS.
- Part 2 reports information about the coverage offered to you by UAMS.
 - Line 14 shows if UAMS offered you coverage and if you were enrolled.
 - Line 15 shows the lowest cost plan for employee only coverage, which in our case is the Health Savings Plan. Even if you are enrolled in another plan – Classic or Premier – or if you had family coverage, the rate shown for everyone is the cost for 'employee only' coverage under the Health Savings Plan.
 - Line 16 explains why you were, or were not, offered coverage.
- Part 3 reports the individuals covered under your health plan.

Why did I get more than one 1095?

You will only get one 1095 from UAMS. But if you worked at more than one company in 2021, you may receive a 1095 from each company/employer. You may also receive a 1095 if you are age 65+ and enrolled in Medicare.

What should I do with my Form 1095?

When you receive your 1095-C, keep it for your records. You are not required to send the IRS proof of health care coverage when filing your tax return.

Do I need my 1095 and my W-2 forms to file my taxes?

You will definitely need your W-2 form to file your 2021 tax returns, but not the 1095 form.

Should I wait for the 1095 form to prepare my income tax return?

No. In most cases, you do not need to wait for the 1095 form to file your federal tax return (1040, 1040A or 1040EZ). Most individuals will know whether they had health coverage for each month of 2021 and can simply check a box on their tax return to attest that they, their spouse (if filing jointly) and any eligible dependents had "minimum essential coverage" throughout the year.

However, you will need the form if you received an advance premium tax credit or wish to take the premium tax credit on your return. You may also need the form if you had a gap in coverage of more than three consecutive months.

Do I need to attach the 1095 to my tax return?

No, do not submit your 1095 form with your tax return. Just file it away with your other tax records.

What will the IRS do with the Form 1095 information?

The IRS will use the Form 1095 information to:

- Verify your eligibility for a premium subsidy from the government if you got Obamacare coverage from the marketplace (not likely to apply to UAMS employees).
- Enforce the employer mandate which requires employers of a certain size to offer health insurance to their employees working more than 30 hours a week.

There is no longer a federal mandate to have health insurance. The penalty fee for not having health insurance is no longer in effect.

How will the Form 1095 impact my taxes?

There should be no impact to your taxes, as the individual mandate is no longer in effect.

What if I have questions?

You may visit www.irs.gov to learn more about your tax returns, www.healthcare.gov for information about the requirement to have health care coverage.

However, if you feel any of the information on your 1095-C in regards to your UAMS health plan coverage is incorrect, contact the UAMS Office of Human Resources at (501) 686-5650 or AskHR@uams.edu.