

THE ACA & 2014 TAXES

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Most Americans were required to have health insurance as of January 1, 2014. Due to this requirement, many employers are receiving questions from their employees regarding what they will need to complete their 2014 tax return.

If Your Employee Received Employer-Sponsored Insurance:

The ACA will require employers with 50 or more full-time employees/full-time equivalents to file Forms 1094-C and 1095-C with the IRS and provide a copy of Form 1095-C to the listed employee. However, ***the first required filing isn't due until early 2016 for the 2015 calendar year.***

The ACA has a similar requirement for insurers and employers that sponsor self-funded health plans. Again, however, the first required filing isn't due until early 2016 for the 2015 calendar year.

Employers and insurers may voluntarily complete this reporting in 2015 for the 2014 calendar year. But, as this reporting is only voluntary for the 2014 calendar year, most individuals will not receive copies of these Forms from their employer and/or insurer. Individuals do not need copies of these Forms to complete their 2014 tax return.

Additional information about the ACA's employer reporting requirements can be found [here](#).

If Your Employee Received Coverage Through the Marketplace (aka the Exchange):

Only individuals who received coverage through the Marketplace will receive Form 1095-A from their insurer or through their Healthcare.gov account. Individuals will use this Form to calculate the final amount of their Premium Tax Credit.

If Your Employee was Uninsured:

Individuals who did not have any health coverage (for example, through an employer, spouse, or individual plan) for three or more months in 2014 may be subject to a penalty. Some individuals may be able to claim an exemption. Individuals can learn more about applying for an exemption [here](#). Notably, employers are not subject to a penalty if their employee chooses not to carry health insurance.

Disclaimer: This article is for informational purposes only and is not intended to be legal or tax advice. Please consult with an attorney or tax advisor for further guidance.