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Sent: Friday, February 12, 2016 10:54 AM
To: all-regular-employees@nmsu.edu
Cc: Benefits (Benefits@nmsu.edu); hrhelp@nmsu.edu
Subject: Federal Compliance - Health coverage notifications

Coming soon: A new form to keep with your 2015 income tax records

Under the health care reform law known as the Affordable Care Act, most Americans are required to have minimum essential health coverage or pay a penalty on their income taxes. Some employees, and former employees, will receive a form (1095-B or 1095-C) verifying their health coverage for 2015. The following types of employees will receive a notice:

1. ACA-defined full-time employees working 30 hours per week or more (regardless of health plan eligibility and/or enrollment).
2. All employees covered on the NMSU health plans (regardless of number of hours worked).
3. Former employees who left employment during 2015 and were covered under 1 or 2 above.
4. Retirees who retired from NMSU in 2015 and were covered under 1 or 2 above.
 - o If the retiree enrolled in the NMSU Retiree PPO plan – they will also receive a form from BCBSNM for the months on that plan.
5. Former employees who were covered through COBRA during 2015.

If you do not meet one of the criteria above, you will not receive a notice from NMSU. If you had health insurance through another employer plan, that employer should be sending you a similar notice.


Here's why you need the Form 1095-B/C:

- If you enrolled in **NMSU** coverage in 2015, the Form 1095-B/C provides the information needed to support your income tax return that you (and your spouse and dependents, if applicable) had qualifying health coverage for some or all months during the year (see Form 1040, line 61; Form 1040A, line 38; Form 1040EZ, line 11).
- If you were an ACA defined full-time employee in at least one month of 2015, Form 1095-C includes information about the health coverage, if any, **NMSU offered** to you in 2015 (regardless if you enrolled in any plans).
 - o If you purchased health insurance coverage through your state health insurance marketplace or HealthCare.gov in 2015 and wish to claim the premium tax credit, the form provides information that will help you determine whether you're eligible, and the amount of such premium tax credit (if any).

NMSU will send Form 1095-C no later than March 31, 2016. You don't attach the form to your income tax return – just keep it with your other tax records.

- In fact, the IRS has stated that taxpayers can file their tax returns (and specifically attest to having qualifying health coverage and/or claim the premium tax credit (if applicable)) before receiving Form 1095-C and in most cases will not have to file an amended tax return later based on information reported on this form.

For more information on this form and the effect on your individual tax return, you may review pages 6-7 of IRS Notice 2016-4 which can be located at <https://www.irs.gov/pub/irs-drop/n-16-04.pdf>.

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