

## ACA COMPLIANCE UPDATE:

# SMALL GROUP 6055 REPORTING

50 EMPLOYEES OR LESS

**Why does 6055 Reporting matter?** The IRS and other governing agencies will use this reporting to enforce the **Individual Mandate**.

**Who must report?** All Health Insurance (Carriers) and Self-Insured plan sponsors are required to comply with this reporting.

**I'm an employer; what do I have to do?** The reporting is similar to an employer issuing W-2s. A Health Insurance Issuer or Employer will fill out a unique IRS Form 1094-B and furnish it to each employee by the new extended deadline of **March 4, 2019**.

The same form (1095-B) along with a transmittal form (1094-B) are required to be submitted to the IRS by **February 28, 2019** or **April 1, 2019** if done electronically.

## 2018 Employer Reporting Requirements

### 6055 – Minimum Essential Coverage (MEC) Reporting:

Requires health insurers (carriers) and sponsors of self-insured health plans to provide covered individuals and the IRS with information on MEC for a calendar year. Information in this report is used to administer the Individual Mandate.

### Reporting Under Section 6055:

Requires "B" forms 1094-B and 1095-B to be filed and are used by health insurance carriers, small employers with self-insured (level funded) health plans, and multiemployer plans to report individuals who had MEC in the calendar year.

1094-B- Transmittal Form – Cover page for submission of all Forms 1095-B to the IRS

1095-B- Identifies a specific individual's (and any covered family member's) health coverage and to be supplied to employee by either carrier or employer. (Check Employer Obligations Chart)

## Questions

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### **What information do I need to report?**

Information needed to complete this reporting will include:

- Health Insurance Issuer or Self-Funded Employer Name, Address and EIN. Responsible individual's (employee's) name, address and TIN or date of birth
- Name, TIN or date of birth of each covered individual
- Employer's name, address and EIN
- Whether or not coverage is a qualified health plan enrolled through the SHOP

**Are you sure this applies to me?** There are valid exceptions. You may not have to report if the following applies:

- If a self-funded HRA plan is wrapped with a qualifying fully-insured plan, the insurance issuer will complete the report. The plan sponsor of the self-insured plan will **not** be required to complete a separate report.

# Employer Reporting Obligations

## Employer to Employees

	What Form/Parts?	To Whom?	When?
<b>E.D.I.S. HRA + Fully Insured, under 50 FTEs</b>	<b>No employer action.</b> Carrier provides Form 1095-B	<b>No employer action.</b> Carrier provides Form 1095-B to covered individuals by March 4, 2019	<b>No employer action.</b> Carrier provides Form 1095-B to covered individuals by March 4, 2019.
<b>MEC, EDHP™ stop-loss, under 50 FTEs</b>	Form 1095-B (all parts except II)	Covered Individuals	March 4, 2019

**Example: I have 20 employees or less and use an HRA to fund the deductible on my group’s Anthem plan, do I have to file anything?** You **do not** need to file any forms, the carriers are responsible for furnishing 1094-B on the Employer’s behalf to every employee.

**Example: I have 50 or less employees on a MEC or EDHP™ Stop Loss plan, do I have to file anything?** You **do** need to file forms 1094-B, Employer is responsible for filing these forms as they are the plan sponsors and there is no carrier to file on employer’s behalf.

## Employer to IRS

	What Form?	When?	
<b>E.D.I.S. HRA + Fully Insured, under 50 FTEs</b>	<b>No employer action. Carrier Obligation</b>	<b>No employer action. Carrier Obligation</b>	
<b>MEC, EDHP™ stop-loss, self funded under 50 FTEs</b>	<ul style="list-style-type: none"> <li>▪ Form 1094-B (transmittal form)</li> </ul>	February 28, 2018 (April 1, 2019 if filing electronically)	

**Example: I have 20 employees or less and use an HRA to fund the deductible on my group’s Anthem plan do I have to file anything to the IRS?** You **do not** need to file any forms; the carriers are responsible for filing 1095-B on the Employers behalf.

**Example: I have 50 or less employees on a MEC or EDHP Stop Loss plan to help fund the deductible, do I have to file anything?** You **do** need to file form 1095-B, Employer is responsible for filing this form as they are the plan sponsor and there is no carrier to file on their behalf.

This summary is intended to convey general information. This information is subject to change as guidance develops. E.D.I.S. does not provide legal or tax advice. For advice specific to your situation, please consult an attorney or other professional. CA Insurance License #0M76879