Important Notice Regarding New Tax Documents for 2015 Tax Year

Per the Affordable Care Act (ACA) legislation, employers must provide employees with new Internal Revenue Service (IRS) Forms indicating that health coverage was offered to them and their family members in 2015 and that the coverage offered met ACA “minimum essential coverage” and “minimum value” requirements. The Forms also show which employees and dependents (if applicable) were covered under the plan in 2015. The information contained in these new Forms is required for filing 2015 Federal income tax returns with the IRS.

By February 19, 2016, all Full-time employees who were offered coverage through a Smith College health plan in 2015 will receive an IRS Form 1095-C.

Please retain the IRS Form 1095-C for your income tax records as proof of health insurance coverage to avoid potential penalties. This Form verifies that you and any covered dependents had health coverage during the 2015 tax year and contains information required for filing 2015 Federal income tax returns. Note that under the ACA, Individual Mandate penalties may apply to uninsured individuals.

Please note:

- Smith College will provide only one form per employee. You may need to make copies for your spouse or any dependents who were covered under a Smith College health plan.

- If you declined coverage and were not covered by a Smith College health plan in 2015, you will still receive a Form 1095-C indicating that the coverage was offered.

- If you were covered by another health insurance plan(s) during 2015, you may receive a Form 1095-C or 1095-B from other employers or insurance carriers.

- If you were covered as a dependent on your spouse’s health plan, in addition to receiving a Form 1095-C from Smith College you will be included on the Form issued by your spouse’s employer or insurance carrier.

- Employees who retired prior to 2015 and enrolled in a Smith College retiree plan or individuals electing COBRA continuation coverage prior to 2015 will receive an IRS Form 1095-B from Smith College.

For more information, please contact Human Resources at ext 2270.