

### **What is Form 1095-C and who receives it?**

The Affordable Care Act (ACA) includes both an individual mandate and an employer mandate:

- The individual mandate requires that most Americans have minimum essential healthcare coverage or potentially face a fine (referred to in the ACA as the individual shared responsibility payment).
- The employer mandate requires employers with 50 or more full-time equivalent employees to offer affordable healthcare coverage that provides minimum value to employees who work on average at least 30 hours a week, or potentially face a fine (referred to in the ACA as the employer shared responsibility assessment).

Much like the Form W-2 is used to help the IRS determine whether you owe taxes, the information reported on your Form 1095-C will allow the IRS to determine whether you (or your employer) must make a payment for failing to comply with the ACA.

The Form 1095-C indicates whether you and your eligible dependents were covered and contains information about your Harvard healthcare coverage. You will need this information when completing your 2023 Federal tax return.

If you were working an average of 30 or more hours per week in 2023 and/or were enrolled in one of the Hot Topic health plans at any time in 2023, you will receive a Form 1095-C.

### **What information is on the Form 1095-C?**

There are three parts to the form:

- Part 1 – Employee and Employer Information – Information about you and Harvard University
- Part 2 – Employee Offer and Coverage – Provides information about the Harvard-sponsored health coverage that was offered to you.
- Part 3 – Covered Individuals – Lists your dependents who were enrolled in the Harvard-sponsored health coverage.

### **Where can I obtain additional information about Form 1095-C?**

You can learn more on the **IRS website**.

### **Can I get a duplicate Form 1095-C?**

If you didn't receive an initial Form 1095-C and you were employed by Hot Topic and/or were enrolled in one of the Hot Topic-sponsored medical plans during the 2023 calendar year, you can contact the Benefits office by email at [benefits@hottopic.com](mailto:benefits@hottopic.com) to request a duplicate.

### **Can I file my tax return if I have not received Form 1095-C?**

Yes, you do not have to wait for Form 1095-C to file your individual income tax return. You can use other forms of documentation, in lieu of the Form 1095 to prepare your tax return.

Other forms of documentation include:

- Insurance card
- W-2 or payroll statement reflecting healthcare deductions
- Explanation of Benefits

### **What should I do with my Form 1095-C?**

Keep with your 2023 tax records.

### **When will I get my Form(s) 1095?**

They will be mailed to your primary address on file on or before required deadline **AND** are now available to view and printing in Ultipro >Benefits>1095-C

If you do not receive your 1095-C by mail or can't access UKG, you may ask for a copy from [benefits@hottopic.com](mailto:benefits@hottopic.com)

### **What is the difference between Form 1095-A, 1095-B and 1095-C?**

The forms are very similar. The main difference is who sends it to you. The entity that provides you with health insurance will be responsible for sending its version of Form 1095 to the IRS, so the IRS will know if you and your dependents have healthcare coverage or not.

- You will receive a copy of Form 1095-A if a federal or state marketplace (also called an exchange) covered your healthcare insurance and not your employer.
- You will receive a copy of Form 1095-B from your insurance carrier, Kaiser Permanente (CA or HI) if you were enrolled with this carrier in 2023. Note: you may receive a 1095-B and 1095-C if you were enrolled with UHC and Kaiser Permanente in 2023.
- You will receive a copy of Form 1095-C from your Hot Topic or other qualified employer if you are (or were) a full-time employee, even if you don't (didn't) participate in the employer's healthcare plan. You also will receive Form 1095-C if you were enrolled in a self-funded, employer-sponsored healthcare plan.