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## 1095-C forms for reporting health coverage under the Affordable Care Act (ACA)

In accordance with a recent change in federal regulations to the **Paperwork Reduction Act** and updated guidelines from the Internal Revenue Service (IRS), employers are no longer required to provide 1095-C forms to employees. The 1095-C form has been used to verify whether you had been offered or enrolled in the required minimum essential health coverage for benefit eligible employees of the School District of Menomonee Falls (SDMF) any time in a calendar year.

We are updating our 1095-C form distribution in the following ways:

- **Discontinuation of Distribution:** Starting this year, SDMF will not be automatically issuing 1095-C forms to employees via U.S. mail.
- **Form Availability Upon Request:** Although not required, you may request your 2024 1095-C form from Stephanie Brandt in HR Benefits, by emailing [brante@sdmfschools.org](mailto:brante@sdmfschools.org) or by calling 262-255-8396. After January 31<sup>st</sup>, your 2024 1095-C form will be furnished to you within 30 days of your request.
- **Tax Filing:** The information on the 1095-C may be helpful when filing your 2024 tax return, but it is not necessary to be filed with your individual tax return. If you need to confirm your health coverage for tax purposes, you can rely on other records of coverage, such as paycheck statements or UMR's health plan statements.

Please note that this change only affects how 1095-C statements are furnished to individuals. SDMF will continue to file the necessary information with the IRS as required by law. The School District of Menomonee Falls cannot provide tax advice however, we encourage you to consult with a tax professional or visit the IRS website if you have further tax-related questions.

Thank you for your attention to this update. We are committed to ensuring that you have the necessary information to remain compliant with all health coverage reporting requirements.

If you have any questions or need further assistance, please do not hesitate to contact Stephanie, HR- Benefits at [brante@sdmfschools.org](mailto:brante@sdmfschools.org) or 262-255-8396.

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