

Health care reform series

Employer reporting mandate fast facts

The Affordable Care Act (ACA) Employer Reporting requirement includes two types of mandated reporting, Minimum Essential Coverage (MEC) and Applicable Large Employer (ALE). Both requirements were effective in 2016 for the 2015 plan year. This Fast Facts tool will help you understand what the difference is between MEC and ALE, who's responsible for reporting, what the requirements are and when they need to be completed.

Understanding the difference between MEC and ALE

	Minimum Essential Coverage (MEC) - 6055	Applicable Large Employer (ALE) - 6056
WHAT	<ul style="list-style-type: none"> Coverage reporting to support the individual mandate requirement for individuals to have health coverage. 	<ul style="list-style-type: none"> Reporting to support the employer mandate for calculation of penalty (pay or play requirement).
WHO	<ul style="list-style-type: none"> Health insurers are required to report coverage information to the IRS and policyholders for fully insured employees. Self-insured employers are required to report coverage information to the IRS and policyholders. 	<ul style="list-style-type: none"> Employers with more than 50 full-time equivalent employees are required to report. Full-time is generally defined as working 30 hours or more on average per week. Applicable large employers must report whether or not they made coverage available or not to full-time employees and their dependents.

Responsibilities and requirements

Market segment	ACA Reporting requirement	Who's responsible for reporting?	What IRS form needs to be completed?	Who does the form need to go to?
Individual coverage sold through an exchange	MEC – 6055	The Marketplace	1094-A	IRS and policyholder
Fully insured	MEC – 6055	HealthPartners	1094-B 1095-B	IRS IRS and policyholder*
Fully insured ALE	ALE – 6056	The employer	1094-C 1095-C	IRS IRS and employees
Self-insured ALE	MEC – 6055 ALE – 6056	The employer	1094-C 1095-C	IRS IRS and employees
Self-insured non-ALE	MEC – 6055	The employer	1094-B 1095-B	IRS IRS and policyholder

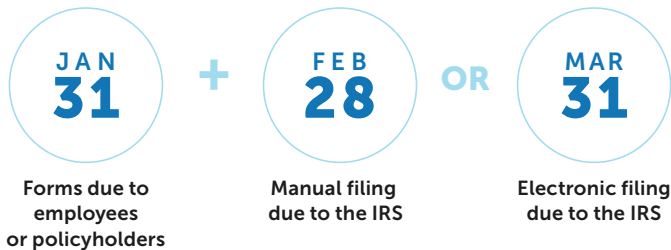
Minimum Essential Coverage (MEC) (6055)

Required reporting fields:

- Name, address and taxpayer ID (Social Security Number) for "responsible individual."
- Name, address and taxpayer ID (SSN) for each individual covered.
- The month each individual was enrolled and entitled to receive benefits in coverage for at least one day during the month.
- The name, address and Employer Identification Number (EIN) of the employer plan sponsor.
- Any other information specified in the forms instructions or published guidance.

Timing

The IRS periodically provides extensions. For the most up-to-date information, please check the IRS filing instructions for current year requirements.



Applicable Large Employer (ALE) (6056)

Required reporting fields:

- Name, address and EIN of the employer.
- Name and telephone number of the employer's contact person.
- Calendar year which information is provided.
- Certification of whether or not the employer offered its full-time employees and their dependents the opportunity to enroll in MEC under an eligible employer-sponsored plan by calendar month.
- The months during the calendar year when MEC was available.
- Each full-time employee's share of the lowest cost monthly premium (self-only) for coverage providing minimum value offered under an eligible employer-sponsored plan by calendar month.
- Name, address and tax ID (SSN) of each full-time employee during the calendar year, and the months during which the employee was covered under the plan.
- Any other information specified in forms, instructions or published guidance.



*HealthPartners follows IRS guidance that allows posting of a prominent notice on our website instructing individuals on how to request a form 1095-B. We will mail forms to policyholders within 30 days of request.