



February 2016

Contact the Verizon Benefits Center at 1-855-202-4705 for specific questions about the Form 1095-C!

There's a new tax form. Form 1095-C.

Starting the 2015 tax year, the Affordable Care Act (ACA) requires Verizon to provide you with a Form 1095-C verifying the health insurance coverage offered by the Company.

Like the Form W-2 Wage and Tax Statement or Form 1099, Form 1095-C is used to file your taxes. You will receive the Form 1095-C soon. Here are some questions and answers to learn more about Form 1095-C.

1. When should I expect to receive the Form 1095-C?

If you are a Verizon employee:

If you elected to receive an electronic Form 1095-C on About You, you will be notified when available. Paper copies will be mailed to all others before March 31, 2016.

If you or a family member is a pre-Medicare Retiree or COBRA participant:

Paper copies will be mailed to your mailing address on file before March 31, 2016.

2. What is a Form 1095-C?

Form 1095-C, Employer-Provided Health Insurance Offer and Coverage, is a new form that you may receive each year as part of the Affordable Care Act. The form includes information about the health insurance coverage offered to you by Verizon.

3. Why did I receive it?

If you are a Verizon employee:

Form 1095-C is provided to employees who, for a calendar month, work an average of at least 30 hours of service per week ("full-time" for this Affordable Care Act requirement). Or, you will receive the Form 1095-C if you are not full-time, but are enrolled in a Verizon "self-insured" medical plan option.

If you or a family member is a pre-Medicare retiree or COBRA participant:

Form 1095-C is provided to pre-Medicare retirees that are enrolled in a Verizon "self-insured" medical plan option as required by the Affordable Care Act.

4. What do I need it for?

You will use this information to complete your Form 1040 or similar personal income tax return. The Form 1095-C will assist you with completing the 'Health Care – Individual Responsibility' section.

Note: While it is unlikely that you (or your family members) enrolled in the Health Insurance Marketplace (government exchange), if you did, you also may need Part II of the Form 1095-C to help you determine whether or not you are (or were) eligible for a premium tax credit in 2015 – the substantial majority of Verizon employees will not be eligible for a premium tax credit through the government exchange.

5. Is the Form 1095-C required for completing my tax return?

No. You can use other forms of documentation about your health insurance to prepare your tax return.

6. Should I attach a copy of my Form 1095-B or 1095-C with my tax return?

No. Although you may use the information on the forms to help complete your tax return, the forms should not be attached to your return or sent to the IRS. Verizon (and if you are enrolled in a fully-insured medical option, the insurer) is required to send this information to the IRS separately. However, you should keep the forms for your records with other important tax documents.

7. Where is the Form 1095-C referenced on the Form 1040?

While the Form 1095-C is not specifically referenced on the actual Form 1040 (instead, it's in the instructions), the question pertaining to "Health Care: Individual Responsibility" is the line item on the Form 1040 that utilizes the information from the Form 1095-C. The information reports whether an individual, his or her spouse (if filing jointly), and his or her dependents had health care coverage throughout the filing year and the following line items are where this information should be reported:

- 1040 Line 61
- 1040A Line 38
- 1040EZ Line 11

Note: The instructions to the Form 1040 contain important information for completing the applicable line items.

8. What is included on the Form 1095-C?

It has three sections:

- Part I-Employee: Contains information about you and Verizon.
- Part II-Employee Offer & Coverage: Contains information about the coverage Verizon **offered** in 2015 to you, your spouse, and dependent(s).
- Part III-Covered Individuals: Provides information needed to complete your Form 1040 tax filing. This section confirms for you and/or your family members enrolled in a Verizon "self-insured" medical plan option that you had "Minimum Essential Coverage" for some or all months during the year.

9. I have coverage through my spouse/domestic partner and not through Verizon so why did I receive a Form 1095-C?

If you were enrolled in medical coverage through your spouse/domestic partner and not through Verizon, you will receive a Form 1095-B or 1095-C from that entity in addition to the Form 1095-C from Verizon. The Form 1095-C that you receive from Verizon is provided to confirm you received an offer of coverage from Verizon.

10. Why did I receive more than one Form 1095-C?

You will receive a Form 1095-C from each Applicable Large Employer member for which you worked the 2015 tax year as determined by IRS guidance. An Applicable Large Employer member is a company within Verizon's controlled group. Most individuals will receive just one Form 1095-C if they worked for the same Verizon Company for the entire year. The company name and employer identification number on your Form 1095-C may differ from your Form W-2 due to IRS guidelines which allow Verizon to file taxes through select legal entities. This will have no impact on your reporting with the IRS.

11. My address is incorrect on my Form 1095-C, Part I. What do I do?

If you are a Verizon Employee:

Log on to About You and select *Your Info > Edit Home Address* and change your address.

If you or a family member is a pre-Medicare Retiree or COBRA participant:

Log on to BenefitsConnection (www.verizon.com/benefitsconnection) and select *My Profile > I want to > Update Address Information* to review and change your address.

If you do not update your address, we will continue to use the address on file and you may not receive your Verizon benefits information. A new form will not need to be reissued if your address requires an update.

12. Why does the amount shown in Line 15, Part II ‘Employee Share of Lowest Cost Monthly Premium, for Self-Only Minimum Value Coverage,’ not match the amount I paid for health insurance?

As required by the Affordable Care Act, Line 15 reports your share of the lowest-cost monthly premium for self-only minimum essential coverage Verizon offered you. The amount reported on line 15 may not be the amount you paid for coverage if, for example, you chose to enroll in more expensive coverage such as family coverage or a higher cost plan.

13. I had insurance during the months not reflected on my Form 1095-C, Part III. Why?

Form 1095-C, Part III only reports the months in which you and/or your family members were covered by Verizon’s ‘self-insured’ coverage. If you were enrolled in an insured plan for any months in 2015, a separate Form 1095-B will be provided directly by the insured health plan option in which you were enrolled (e.g., Kaiser Permanente, HMSA, Health Net, Optima, or GeoBlue).

If you were covered under a spouse’s or parent’s plan for any month during the year, you will be listed on the responsible individual’s Form 1095-C or Form 1095-B for those months. Only the responsible individual will receive the Form 1095-C. You will only receive a Form 1095-C for coverage in which you were the primary member.

If you were enrolled in medical coverage not offered through Verizon you will receive a Form 1095-B or 1095-C from that entity.

14. Will my family members listed on my Verizon-provided Form 1095-C, Part III receive their own Form 1095-C?

Generally, no. Only the individual responsible for the Verizon coverage will be provided a Form 1095-C. If a family member also is a full-time employee of Verizon, s/he will receive his or her own Form 1095-C. You will need to share the information included on your Form 1095-C with those individuals if they are completing their own Form 1040 tax filing.

15. Who can I contact to discuss the information on my Form 1095-C?

You can contact the Verizon Benefits Center at 1-855-202-4705 if you have specific questions about the information on the Form 1095-C.