

IRS SECTION 6055 AND 6056 2020 Employer Reporting Requirements and Deadlines

IRS Section 6056 requires annual information reporting to the IRS by Applicable Large Employers (ALEs) with 50 or more full-time (FT) plus full-time equivalent (FTE) employees with fully-insured plans, relating to the health insurance the employer offers (or does not offer) to its FT employees and their dependents.

IRS section 6055 requires annual information reporting to the IRS by health insurers, employers with self-insured plans, government agencies, and other providers of health coverage.

This chart shows the employer reporting responsibilities and deadlines under IRS Section 6055 and 6056. Employers subject to reporting should plan on meeting the deadlines outlined in the chart below.

WHO REPORTS?	PLAN TYPE	FORMS	PURPOSE	COPY TO COVERED INDIVIDUALS/ EMPLOYEES	PAPER SUBMISSION TO IRS	ELECTRONIC* SUBMISSION TO IRS
Carriers Employers with <50 FTE sponsoring self-insured plans**	All carriers with fully-insured plans <50 FTE: Self-Insured	1094-B 1095-B	Enforce individual mandate	1095-B or 1095-C only On or before last day of January <i>(For the 2020 reporting year, the deadline is 2/1/2021 because the last day of January lands on a Sunday.)</i>	On or before last day of February <i>(For the 2020 reporting year, the deadline is 3/1/2021 because the last day of February lands on a Sunday.)</i>	On or before last day of March
Plan Sponsors/ Employers with 50+ FTE	Fully-Insured Self-Insured	1094-C 1095-C (Part I & II) 1094-C 1095-C (Part I, II & III)	Enforce employer mandate Parts I & II: Enforce employer mandate Part III: Enforce individual mandate			

* Entities filing at least 250 returns under Section 6056 are required to file electronically.

** Note: Since carrier/health plans only report for their members on fully-insured plans, employers with less than 50 FTE sponsoring self-insured plans will need to report to the IRS via forms 1094-B and 1095-B, or contract with a representative to do so on their behalf (TPA, CPA, payroll company, etc.).