

## IMPORTANT HEALTH COVERAGE TAX DOCUMENTS

### **Important Notice Regarding ACA Form 1095-C Availability**

In accordance with IRS regulations and the Paperwork Burden Reduction Act (PBRA), the City of Kannapolis is not required to automatically mail ACA Form 1095-C to all individuals. However, you have the right to request a copy of your Form 1095-C if you were enrolled in our health coverage during the prior calendar year. This notice applies to the tax reporting year 2025.

This includes:

- Active and terminated employees
- Retirees covered under our self-insured medical plan
- COBRA participants under our self-insured medical plan

### **What is a Form 1095?**

- **Form 1095-C:** Issued by Applicable Large Employers (ALEs) to report health coverage offers made to their full time employees.

**Please note:** If you reside in a state with an individual health insurance mandate \*e.g. California, Massachusetts, New Jersey, Rhode Island, or the District of Columbia), you may be required to submit a copy of your 1095 form when filing your state tax return. In such cases, it is your responsibility to request and obtain the form if it is not automatically provided.

### **To request your Form 1095-C:**

- **Email:** [swilliams@kannapolisnc.gov](mailto:swilliams@kannapolisnc.gov)
- **Mail:** City of Kannapolis  
Human Resources Department  
401 Laureate Way  
Kannapolis, NC 28081
- **Phone:** 704-420-4318

Please include your full name, last known address, and the year for which you are requesting the form. Once requested, your form will be mailed or emailed to you within 30 days.

This notice will remain available until October 15, 2026.

For questions or assistance, please contact our Benefits Team at 704-920-4307 or 704-420-4318.