

Re: **Affordable Care Act's Requirements Applicable to Large Contributing Employers**

Dear Large Contributing Employer:

With this letter the following listed Fund is responding to a request for information made by your company:

Name of Fund: NECA-IBEW Welfare Trust Fund  
EIN: 37-0738564  
Plan Number: 501

The Affordable Care Act (ACA) provides that a contributing employer to a multiemployer plan will be treated as having met its obligations to offer health coverage under IRC Section 4980H with respect to a full-time employee (and thus avoid penalties with respect to that employee) if the employer is required by a collective bargaining agreement (or appropriate related participation agreement) to contribute on behalf of that employee to a multiemployer plan that provides coverage to individuals who satisfy the plan's eligibility conditions, meeting the affordability and minimum value requirements and that offers coverage to those individuals' dependents.

The IRS issued instructions to the Form 1095-C which makes it clear that contributing employers will **not** need specific employee information such as eligibility or enrollment in order to complete Form 1095-C. Since employee specific information is not necessary to prepare the Form, the Fund will **not** be providing that information.

This letter includes the necessary information that will assist contributing employers in understanding the Fund's rules under the ACA and IRC Section 4980H. In addition, this letter will also assist employers in completing the necessary reports/forms required to be submitted by large employers (50 or more full-time employees or full-time equivalent employees) under Internal Revenue Code Section 6056. Specifically, the following information will assist a large contributing employer as it completes Form 1095-C for each of its full-time employees for whom the employer is required to contribute to the Fund.

1. **Minimum Essential Coverage**  
The Fund provides minimum essential coverage, as defined in the ACA.
2. **Minimum Value**  
The health benefits offered by the Fund meet the 60 percent minimum value standard.
3. **Dependent Coverage**  
The Fund offers coverage to eligible participants and to eligible dependents up to age 26.
4. **Premiums/Affordability**  
Participants do not pay premiums to the Fund for self-only coverage, therefore, the coverage is deemed affordable under the ACA.

NECA-IBEW Welfare Trust Fund will not provide guidance on completing forms 1095-C or 1094-C. We suggest you seek guidance from your legal counsel or tax adviser.

NECA-IBEW Welfare Trust Fund will complete Form 1094-B and Form 1095-B for each calendar year as required by the law.

Please contact me if you have any questions by leaving a message at (217) 875-0254 extension 121 or by email at [kcope@neca-ibew.org](mailto:kcope@neca-ibew.org).

Sincerely,

A handwritten signature in blue ink that reads "Kevin Cope". The signature is fluid and cursive, with the first name "Kevin" and last name "Cope" clearly legible.

Kevin Cope  
Fund Administrator  
NECA-IBEW Welfare Trust Fund