



1095-C Offers of Coverage File Layout

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1095-C Offers of Coverage File Layout 1

1095-C Offers of Coverage File Layout

This file record layout is used when importing a file to insert 1095-C insurance data records to the Human Resources > Maintenance > ACA 1095 YTD Data > 1095-C page.

| Sequence | Field | Length | Type | Description/Example |
|----------|---|----------------------|--------------|---|
| 1 | Employee Number or Social Security Number | Emp # - 6 or SSN - 9 | Numeric | 001511 or 123456789 |
| 2 | Offer of Coverage for All Months | 2 | Alphanumeric | See notes section for code descriptions. |
| 3 | January Offer of Coverage | 2 | Alphanumeric | See notes section for code descriptions. |
| 4 | February Offer of Coverage | 2 | Alphanumeric | See notes section for code descriptions. |
| 5 | March Offer of Coverage | 2 | Alphanumeric | See notes section for code descriptions. |
| 6 | April Offer of Coverage | 2 | Alphanumeric | See notes section for code descriptions. |
| 7 | May Offer of Coverage | 2 | Alphanumeric | See notes section for code descriptions. |
| 8 | June Offer of Coverage | 2 | Alphanumeric | See notes section for code descriptions. |
| 9 | July Offer of Coverage | 2 | Alphanumeric | See notes section for code descriptions. |
| 10 | August Offer of Coverage | 2 | Alphanumeric | See notes section for code descriptions. |
| 11 | September Offer of Coverage | 2 | Alphanumeric | See notes section for code descriptions. |
| 12 | October Offer of Coverage | 2 | Alphanumeric | See notes section for code descriptions. |
| 13 | November Offer of Coverage | 2 | Alphanumeric | See notes section for code descriptions. |
| 14 | December Offer of Coverage | 2 | Alphanumeric | See notes section for code descriptions. |
| 15 | Employee Share for All Months | 5.2 | Numeric | Cannot be less than zero or greater than 99999.99 |
| 16 | January Employee Share | 5.2 | Numeric | Cannot be less than zero or greater than 99999.99 |
| 17 | February Employee Share | 5.2 | Numeric | Cannot be less than zero or greater than 99999.99 |
| 18 | March Employee Share | 5.2 | Numeric | Cannot be less than zero or greater than 99999.99 |
| 19 | April Employee Share | 5.2 | Numeric | Cannot be less than zero or greater than 99999.99 |
| 20 | May Employee Share | 5.2 | Numeric | Cannot be less than zero or greater than 99999.99 |
| 21 | June Employee Share | 5.2 | Numeric | Cannot be less than zero or greater than 99999.99 |

| Sequence | Field | Length | Type | Description/Example |
|----------|----------------------------|--------|--------------|---|
| 22 | July Employee Share | 5.2 | Numeric | Cannot be less than zero or greater than 99999.99 |
| 23 | August Employee Share | 5.2 | Numeric | Cannot be less than zero or greater than 99999.99 |
| 24 | September Employee Share | 5.2 | Numeric | Cannot be less than zero or greater than 99999.99 |
| 25 | October Employee Share | 5.2 | Numeric | Cannot be less than zero or greater than 99999.99 |
| 26 | November Employee Share | 5.2 | Numeric | Cannot be less than zero or greater than 99999.99 |
| 27 | December Employee Share | 5.2 | Numeric | Cannot be less than zero or greater than 99999.99 |
| 28 | Safe Harbor for All Months | 2 | Alphanumeric | See notes section for code descriptions. |
| 29 | January Safe Harbor | 2 | Alphanumeric | See notes section for code descriptions. |
| 30 | February Safe Harbor | 2 | Alphanumeric | See notes section for code descriptions. |
| 31 | March Safe Harbor | 2 | Alphanumeric | See notes section for code descriptions. |
| 32 | April Safe Harbor | 2 | Alphanumeric | See notes section for code descriptions. |
| 33 | May Safe Harbor | 2 | Alphanumeric | See notes section for code descriptions. |
| 34 | June Safe Harbor | 2 | Alphanumeric | See notes section for code descriptions. |
| 35 | July Safe Harbor | 2 | Alphanumeric | See notes section for code descriptions. |
| 36 | August Safe Harbor | 2 | Alphanumeric | See notes section for code descriptions. |
| 37 | September Safe Harbor | 2 | Alphanumeric | See notes section for code descriptions. |
| 38 | October Safe Harbor | 2 | Alphanumeric | See notes section for code descriptions. |
| 39 | November Safe Harbor | 2 | Alphanumeric | See notes section for code descriptions. |
| 40 | December Safe Harbor | 2 | Alphanumeric | See notes section for code descriptions. |

The uploaded file type must be in the comma-delimited text (.txt) or comma-separated values (.csv) format. Only the employee number is required.

The **Length** field provides the maximum number of allowed characters.

Offer of Coverage codes (columns 2-14):

- 1A - Qualifying Offer
- 1B - Offer to employee only
- 1C - Offer to employee and dependents
- 1D - Offer to employee and spouse
- 1E - Offer to employee, spouse, and dependents
- 1F - Offer of coverage not providing minimum value
- 1G - Employee not full-time and enrolled in self-insured coverage
- 1H - No offers
- 1I - Qualifying offer transition relief

Section 4980H Safe Harbor codes (columns 28-40):

- 2A - Employee not employed on any day of the month
- 2B - Employee not a full-time employee for the month and did not enroll in coverage
- 2C - Employee enrolled in coverage offered
- 2D - Employee was in a Limited Non-Assessment Period
- 2E - Multiemployer interim rule relief
- 2F - W-2 Safe Harbor
- 2G - Federal poverty line safe harbor
- 2H - Rate of pay safe harbor
- 2I - Non-calendar year transition relief



Back Cover