safeharbor

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Click ⌄ to select the Section 4980H safe harbor employer relief code that applied to the employee.

If the same safe harbor code applied to the employee for all 12 calendar months, select the applicable code in the **All** drop-down field.

If different safe harbor codes applied to the employee throughout the 12 calendar months, select the applicable codes in the respective month (**Jan**-**Dec**) fields.

Safe Harbor codes

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 save harbor
2H - Rate of pay safe harbor
2I - Non-calendar year transition relief - This option is no longer available, it was only applicable for the 2016 tax year.

Note: It is possible that more than one circumstance applied to the same employee in the same month; however, only one code can be selected per month.

1095-C Forms report notes:

If the **Safe Harbor** (line 16) code in all individual month (**Jan**-**Dec**) fields matches the code in the **All** field, then that code is printed in the **All** field and the individual month fields are blank.

If all individual month (**Jan**-**Dec**) fields are blank but the **All** field is populated, then that **Safe Harbor** code is printed in the **All** field and the individual month (**Jan**-**Dec**) fields remain blank.

If the **Safe Harbor** code varies in the individual month (Jan-Dec) fields, then the **All** field is blank and the codes in the individual month (**Jan**-**Dec**) fields are printed.

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