



Health Care Reform Resource Guide

Reporting Health Care Costs on Form W-2

Background

Employers that file at least 250 Forms W-2 will be required to report the value of health coverage on the Forms W-2 for all employees for each tax year beginning with the 2012 tax year. The total amount of the premium should be reported, not just the employer's share (if cost-sharing with employees exists at your organization).

Employers filing fewer than 250 Forms W-2 may be required to report this cost for future tax years, subject to advance notice issued by the IRS.

At this time, the federal government represents that this reporting is for informational purposes only to provide employees with useful information on the cost of health coverage. Employer contributions to group health coverage remain excludible from employee's income and not taxable.

Resource Links

- IRS FAQs regarding health care cost reporting on Form W-2s: <http://www.irs.gov/uac/Employer-Provided-Health-Coverage-Informational-Reporting-Requirements:-Questions-and-Answers>
- IRS chart showing which types of coverage to report: <http://www.irs.gov/uac/Form-W-2-Reporting-of-Employer-Sponsored-Health-Coverage>

Contact WELS Benefit Plans

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