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Subject: Important Notice Regarding Your 2025 ACA Form 1095-C (Available Upon Request)

Dear Team member,

Please be advised that due to recent changes in regulations, your 2025 Form 1095-C, which details your health insurance coverage under the Affordable Care Act (ACA), will only be provided upon request and is not automatically distributed to team members, unless you consented to receive it via the UKG application electronically.

To access your 1095-C:

Submit a request:

Contact your Human Resources department to request your Form 1095-C.

Delivery method:

Upon request, please specify how you would like your 1095-C delivered; to your registered email address, a different email, paper copy mailed or in-hand, etc.

Important points to remember:

- **No automatic distribution:** You will not receive a 1095-C unless you actively request it or have consented to receive it in UKG.
- **Deadline to deliver requested 1095-Cs:** Human Resources has until March 2, 2026, to provide any requested 1095-Cs.

If you have not consented to receive your 1095-C in UKG, you may do so by going to the Myself Icon, Benefits, 1095-C, and choosing the bullet next to **Go Paperless** and then clicking the Save icon on the top right of the screen.



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Change Form 1095-C Consent

Information

- Per your election, you will only receive an electronic copy of U.S. Form 1095-C.
- After consent is given, that consent applies to all Forms 1095-C issued, including any corrected 1095-Cs, and remains in effect until consent is withdrawn by changing your election. To obtain a paper copy, you may change your election at any time; however, changes will not take effect for forms already issued. You can withdraw consent to online delivery at any time by changing your selection.
- The provision of an employee's Form 1095-C by electronic format may or may not cease upon cessation of individual's employment. Contact your employer for details.
- Please review your Name, Address and SSN under Personal. Your SSN can be found in Private Info. Please notify HR if your SSN is incorrect.

Form 1095-C

Go Paperless! I consent to receive my Form 1095-C electronically.

I want to receive a paper copy of my Form 1095-C.

Please note, even if you choose “paper copy” here, you will not receive a form unless you request it directly from Human Resources.

If you have any questions about this new process, please contact your Human Resources department.