



Dear Invictus Team,

Due to new federal legislation enacted on December 23, 2024 (the "Employer Reporting Improvement Act" and "Paperwork Burden Reduction Act"), we are informing you of upcoming changes to how Form 1095-C will be distributed.

Previously, we were required to automatically provide you with Form 1095-C each year. However, due to recent changes in federal law, we are now only required to furnish this form to you **upon request**.

### **What is Form 1095-C?**

Form 1095-C provides information about the health insurance coverage we offered you during the year.

### **How to Request Your Form 1095-C:**

**If you would like to receive Form 1095-C for the 2024 tax year, please request it by **January 30, 2025**.**

You can request the form by:

- Emailing Wendy Daniels @ [wdaniels@invictusassoc.com](mailto:wdaniels@invictusassoc.com)

Invictus Associates will provide your Form 1095-C within 30 days of your request.

We appreciate your understanding and cooperation. If you have any questions, please do not hesitate to contact us.

Sincerely,

*Wendy Daniels*

Invictus Associates, LLC  
757-567-2668  
Human Resources Manager/AFSO