2022 Year-End QSEHRA Report

As we wrap up the 2022 plan year, we want to make sure that you (and your tax-professional) have everything you need for the upcoming tax season. You can find your QSEHRA report for 2022 in the Documents section of the admin Member Portal on the Take Command website.

What you should do with this report

You'll want to provide this report to whomever prepares the W-2 Forms for your employees (if that's not you). ***The IRS requires that employers report the total amount offered through the QSEHRA to each eligible employee (regardless of how much was reimbursed). The offered amount is reported on each employee's W-2 in Box 12 with the Code FF.*** This amount is not taxable but may impact an employee's eligibility for tax credits (if any) from the Marketplace.

How to read this report

In the provided data file entitled "2022 W-2 Report – [company name]" we list your eligible employees and the amounts that should be reported on their W-2 Forms, according to our records. It's up to the QSEHRA plan administrator (you) to make sure that the eligible employee list and amounts are complete and correct.

Frequently Asked Questions (FAQs)

What if an employee didn't receive any reimbursements?

If an employee at any point this year met the QSEHRA eligibility requirements you established, regardless of reimbursements received, you'll still need to report the amount he or she was offered while eligible. See IRS Notice 2017-67, Section J for more details.

What if I already issued W-2s to my employees?

You'll want to talk to your payroll provider or tax-professional about issuing a revision.

What if my report is missing an employee or has someone that's no longer eligible?

If you are an existing client, now is a great time to update your employee roster! Please log in to the admin Member Portal to review your roster so that it's up to date.

If you are a former client, employees and former employees who were eligible at any point this year should be listed.

Thank you for being a Take Command Health client! Our goal is to provide a fantastic experience for you and your employees. If you have any questions, we are happy to help. Please contact our Client Success team at clientsuccess@takecommandhealth.com.