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**Office of Human Resources**  
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Phone : (225) 771-2680

TO: All Southern University System Insurance Benefit Eligible Employees

FROM: System Office of Human Resources

DATE: February 2, 2026

RE: **Availability of IRS Form 1095 for 2025 Reporting Year**

Changes to federal regulations under the Paperwork Burden Reduction Act (PBRA) and the Employer Reporting Improvement Act (ERIA) have resulted in an updated distribution method for IRS Form 1095 for the 2025 reporting year.

Under the PBRA and the ERIA, employers are no longer required to print and mail Form 1095-C to individuals. Accordingly, the Southern University System will no longer print or mail these forms beginning in 2026 (for tax year 2025).

All forms 1095-C will be available by the IRS deadline of March 2, 2026, as follows:

- **Active Employees:** Forms will be available in Self Service Banner for viewing and printing. Employees who are unable to print their form can contact their campus HR office for assistance. (Employee Dashboard > Taxes > 1095-C Employer...> Select Tax Year (2025) > Display)
- **Inactive Employees (separated, retirees, survivors, and COBRA participants):** Forms will be provided only upon request. Individuals may request their form by contacting Shirley Jackson at 225-771-5485 or shirley.jackson01@sus.edu.

Please note the IRS Form 1095 reports your enrollment status in a qualified health plan. This form is not required to file your state or federal taxes; however you should consult a tax professional for further guidance.

Contact your campus HR office if you have any questions or need further assistance.