

IMPORTANT NOTICE REGARDING ELIGIBILITY FOR MEDICAL COVERAGE FOR WORKING SPOUSES

Di Bruno is committed to offering high quality, comprehensive and affordable benefits that meet the diverse needs of our associates and their families.

If your spouse is employed, and is eligible for medical coverage from their own employer, then your spouse must enroll in the coverage offered by their employer.

Since the Affordable Care Act requires large employers to provide affordable coverage, your spouse, if working, should be covered by their own employer. Di Bruno offers coverage to our eligible associates, and will continue to provide coverage to spouses that are not eligible for coverage through their own employer. If you and your spouse both work for Di Bruno or a Di Bruno union, your spouse may be required to elect coverage separately. This does not apply to dependent children, nor does it apply to dental or vision coverage (if applicable).

Beginning January 1, 2020, when you submit medical claims for a spouse, you may be required to verify that your spouse does not have other coverage.

- **If your spouse does not work or is not eligible for medical coverage from their employer:** Your spouse may enroll in a Di Bruno medical plan.
- **If your spouse works and is eligible for medical coverage from their own employer:** Your spouse should enroll in their own employer's medical plan. If you choose to cover your spouse as a dependent on a Di Bruno medical plan, claim payment will follow the coordination of benefit rules. This means that Aetna will not pay as "primary." Your spouse's plan would pay claims first, and the Di Bruno plan would only consider charges that were not paid by your spouse's medical plan through their own employer.

Please complete the attached Spousal Certification Form.

DI BRUNO MEDICAL COVERAGE SPOUSAL CERTIFICATION FORM

Please complete the below questionnaire and return to your Benefits Administrator.

	Yes	No
Is your spouse currently employed?		
Is your spouse currently employed by Di Bruno or a Di Bruno union?		
Is your spouse currently enrolled in his/her employer's medical plan?		
If your spouse is employed and is not enrolled in his/her employer's medical plan, please explain why not enrolled:		
Will your spouse enroll in medical coverage through his/her employer at the next Open Enrollment?		
Do you intend to enroll your spouse on the Di Bruno medical plan for secondary coverage? (Secondary coverage means that your spouse's plan would pay claims first, or primary and the Di Bruno plan would only consider charges that were not paid by the primary plan.) <i>If yes, please provide a copy of your spouse's medical insurance information.</i>		
If there are circumstances which need to be considered, please indicate below.		

I certify that the information I have provided on this Certification Form is truthful and accurate and understand that any misrepresentations may result in the termination of participation in the Di Bruno medical plans, and other disciplinary action.

Employee Name (Please Print)

Employee Signature

Date

Employee ID Number (300# from paystub)

Spouse's Name (Please Print)

Employee Aetna ID # (from Aetna ID card)