



IMPORTANT NOTICE

Working Spouse Rule and Dependent Audit

The cost for health insurance coverage continues to rise. As a part of our commitment to control health insurance cost for both you as an employee and for UAB Health System as an employer, we will be implementing the Working Spouse Rule and a Dependent Audit for 2010.

Working Spouse Rule

The Working Spouse Rule means a spouse of an employee may not use our health insurance plan as the **primary coverage** if the spouse works, is eligible for health insurance coverage through his/her employer, and the employer pays at least 50% of the total premium for "employee only" or single coverage. If it is determined that your spouse is not eligible for primary coverage through UAB Health System, your spouse may be eligible for **secondary coverage** under the UAB Health System medical plan. Secondary coverage is effective upon the initial processing and payment of a claim through the primary insurer. The Working Spouse Rule does not affect your spouse's eligibility for dental insurance, vision insurance, medical spending account or dependent care spending account.

We have retained the services of Chapman Kelly, Inc. to conduct verification of the Working Spouse Rule. To facilitate the Working Spouse Rule Chapman Kelly will be contacting you if you enroll a spouse for the 2010 plan year. You will be required to complete an Affidavit to determine your spouse's eligibility. You will receive additional instructions after annual enrollment.

Dependent Audit

In addition to the Working Spouse Rule, we will also be conducting a Dependent Audit of all dependents to ensure that each dependent enrolled in the medical plan is accurately listed and eligible for coverage. If you enroll a dependent on your health insurance plan, you will be required to provide proof of dependent status, i.e., marriage license, birth certificate, legal documentation of guardianship, etc.

UAB Health System Human Resources will conduct this verification process. Further information regarding the Dependent Audit process will be sent to employees who elected family coverage.

If you have questions, please call UAB Health System Human Resources Department at 975-7705.