



Working Spouse / Tobacco Affidavit

Eligible employees who wish to enroll or remain enrolled in a Green Diamond medical plan, must complete, sign and return this affidavit confirming if they are single or whether their enrolled spouses are eligible for other health coverage, and if you use tobacco products. Employees need to complete affidavits (online) when they are initially eligible and as part of each annual open-enrollment period. If your spouse's eligibility for health coverage or your status as a tobacco user changes during the plan year (i.e. July 1 through June 30), you must complete a new affidavit using this form. It is your responsibility to provide accurate and up-to-date information. If you do not return this affidavit to the Benefits Department at benefits@greendiamond.com, both surcharges will apply in addition to your monthly contributions.

Working Spouse Surcharge

Green Diamond imposes a \$100 monthly surcharge on an employee who elects to cover a working spouse who is eligible for group medical coverage through his/her employer (other than through Green Diamond) or has access to a retiree medical plan through his/her previous employer. Please refer to the FAQs on the Green Diamond intranet site or contact your local human resources representative if you have questions.

Please check the box that applies to you:

- ☐ I am single or I am married but my spouse is not employed. ***The \$100 monthly surcharge WILL NOT APPLY.***
- ☐ I am married but not enrolling my spouse. ***The \$100 monthly surcharge WILL NOT APPLY.***
- ☐ My spouse is employed/retired but not eligible for group medical coverage through his/her employer. If enrolling my spouse in a Green Diamond medical plan, I will provide a letter from my spouse's employer on their company letterhead confirming that coverage through his/her employer is not available. ***The \$100 monthly surcharge WILL NOT APPLY.***
- ☐ My spouse is employed/retired and is eligible for group medical coverage through his/her employer. If enrolling my spouse in a Green Diamond medical plan, ***the \$100 monthly surcharge WILL APPLY.***

Tobacco Surcharge

Green Diamond imposes a \$100 monthly surcharge on an employee who has used tobacco products in the previous six months. The surcharge does not apply to spouses or dependent children. Please refer to the FAQs on the Green Diamond intranet site or contact your local human resources representative for the definition of tobacco use.

Please check the box that applies to you:

- ☐ I have not used tobacco products in the previous six months. ***The \$100 monthly surcharge WILL NOT APPLY.***
- ☐ I have used tobacco products in the previous six months. ***The \$100 monthly surcharge WILL APPLY.***
- ☐ I have completed the Quit For Life program. ***The \$100 monthly surcharge WILL NO LONGER APPLY.*** (If you complete the program by December 31, you will be refunded your monthly surcharges back to July.)

By signing this form, I attest I have checked the boxes that are true and correct to the best of my knowledge. I understand Green Diamond reserves the right to request supporting documentation and any proof as it, in sole discretion, deems necessary in order to verify the representations I have made during the election process.

I further acknowledge that if my spouse is covered under a Green Diamond Medical plan and it is later determined that my spouse was eligible for other group medical coverage through his/her employer, I may be required to repay the cost of any claims incurred by my spouse from the date of ineligibility.

I further understand that knowingly falsifying this form or making any false statement or representation connection with this form may result in retroactive payroll contribution adjustments and/or disciplinary action up to and including termination of employment.

Employee Signature: _____ Date: _____

Employee Printed Name: _____