

# **ADVANCED INDUSTRIAL SERVICES, INC.**

## **Spousal Exclusion Policy**

Advanced Industrial Services Inc., like most employers, heavily subsidizes the cost of its employees' medical insurance. In these times of economic challenge, it seems only fair to expect other employers to do the same by providing medical benefits to their own employees. A growing number of employers are now requiring working spouses to pick up their own employers' medical benefit coverage, so that only spouses without available employer-sponsored group medical benefits can remain on the other spouse's employer's plan. Those employers who don't implement a so-called Spousal Exclusion Policy often find that they end up covering a disproportionate share of working spouses, especially if the plan is relatively rich in coverage and/or inexpensive in terms of employee payroll contributions for spousal participation.

If a spouse has other group medical coverage available to him/her through the spouse's own employer, that spouse may not be covered under the Advanced Industrial Services Inc.'s medical/dental/vision plans. Employees desiring to enroll a spouse on the Advanced Industrial Services Inc. plan must sign a Spouse Certification Form indicating that the spouse has no other group medical coverage available, regardless of the cost or perceived value of the alternately-available plan. Employees may continue to cover dependent children whether or not the spouse is covered on the Advanced Industrial Services Inc. medical/dental/vision plans.

# ADVANCED INDUSTRIAL SERVICES, INC.

## Spouse Certification Form

Advanced Industrial Services offers medical/dental/vision insurance coverage for a spouse who is unemployed or a spouse who is employed but has no medical insurance available through the spouse's employer. **However, Advanced Industrial Services does not offer medical/dental/vision insurance for a spouse who is employed and who also is eligible for medical coverage through the spouse's own employer.** Advanced Industrial Services continues to offer medical/dental/vision coverage for your children who qualify as eligible dependents, regardless of the employment status of your spouse.

**If you are married and your spouse will continue to be eligible for coverage under the AIS medical plan, please complete the following certification, sign it, and return it to Human Resources.** You do not have to return the form if your spouse is no longer eligible for Advanced Industrial Services medical/dental/vision coverage.

### CERTIFICATION OF SPOUSE'S EMPLOYMENT STATUS AND MEDICAL INSURANCE AVAILABILITY

I, \_\_\_\_\_, hereby certify that:  
(Please PRINT Employee Name)

- My spouse is unemployed.
- My spouse is employed but is not eligible for medical insurance through his/her employer.

Name of Spouse's Employer: \_\_\_\_\_

Spouse's Employer's Phone # \_\_\_\_\_

Reason Spouse is not eligible: \_\_\_\_\_

I understand that I am required to notify Human Resources within 15 days should my spouse gain eligibility for medical coverage under another group plan due to a change in employment status.

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date