

# Employee Enrollment Form



## Groups with 26-50 Employees

|                   |
|-------------------|
| Group Name/Number |
|-------------------|

To speed the enrollment process, please be thorough and fill out all sections that apply.

| To Be Completed by Employer                                |  | Requested Effective Date of Coverage/Date of Change  |  | / /  |  |  |
|--|--|--|--|--|--|--|
| Date of Hire   | / /  | Reason for Application<br><input type="checkbox"/> New Group Plan<br><input type="checkbox"/> Life Event/Date _____<br><input type="checkbox"/> Status Change<br><input type="checkbox"/> Dependent Add/Delete<br><input type="checkbox"/> Change Name/Address<br><input type="checkbox"/> Other _____ | <input type="checkbox"/> New Hire<br><input type="checkbox"/> Annual Open Enrollment<br><input type="checkbox"/> Late Enrollee | Employee Type<br>(Check all that apply)  |  |  |
| Position/Title   | <input type="checkbox"/> Active<br><input type="checkbox"/> Hourly<br><input type="checkbox"/> Union |  |  | <input type="checkbox"/> COBRA/State Continuation<br><input type="checkbox"/> Salary<br><input type="checkbox"/> Non-Union |  |  |
| Hours Worked per week                                      | Start dt ____/____/____ End dt ____/____/____  |  |  | <input type="checkbox"/> Other _____<br><input type="checkbox"/> Retired   |  |  |
| Salary \$ _____ Required only if Life Plan based on salary |  |  |  |  |  |  |

### A. Employee Information

|  |   |            |        |                                |                                     |          |            |  |            |  |  |
|--|---|------------|--------|--------------------------------|-------------------------------------|----------|------------|--|------------|--|--|
| Last Name  |   | First Name |        | MI                             | Social Security Number              |          | Home Phone |  | Work Phone |  |  |
| Address  |   | Apt #      | City   |                                | State                               | Zip Code |            | Email Address  |            |  |  |
| Date of Birth  | Sex   | Height     | Weight | Physician* (First & Last Name) |                                     |          |            | Used tobacco in the last 12 months? <input type="checkbox"/> Yes <input type="checkbox"/> No |            |  |  |
| /  | <input type="checkbox"/> M <input type="checkbox"/> F |            |        |                                |                                     |          |            |  |            |  |  |
| Marital Status <input type="checkbox"/> Single <input type="checkbox"/> Married <input type="checkbox"/> Divorced <input type="checkbox"/> Widowed |   |            |        |                                | Language preference, if not English |          |            |  |            |  |  |

### B. Family Information

| List All Enrolling (Attach sheet if necessary) |            |    | Sex    | Relationship** | Birthdate | Height | Weight | Full Time Student   | Physician* (First and Last Name) | Tobacco Used  |
|--|------------|----|--------|----------------|-----------|--------|--------|---|----------------------------------|---|
| Last Name                                      | First Name | MI | M<br>F | Spouse         |           |        |        |   |                                  | <input type="checkbox"/> Yes<br><input type="checkbox"/> No |
| Social Security Number                         |            |    |        |                |           |        |        |   |                                  |   |
|  |            |    | M<br>F | Dependent      |           |        |        | <input type="checkbox"/> Yes<br><input type="checkbox"/> No |                                  | <input type="checkbox"/> Yes<br><input type="checkbox"/> No |
|  |            |    |        |                |           |        |        |   |                                  |   |
|  |            |    | M<br>F | Dependent      |           |        |        | <input type="checkbox"/> Yes<br><input type="checkbox"/> No |                                  | <input type="checkbox"/> Yes<br><input type="checkbox"/> No |
|  |            |    |        |                |           |        |        |   |                                  |   |
|  |            |    | M<br>F | Dependent      |           |        |        | <input type="checkbox"/> Yes<br><input type="checkbox"/> No |                                  | <input type="checkbox"/> Yes<br><input type="checkbox"/> No |
|  |            |    |        |                |           |        |        |   |                                  |   |
|  |            |    | M<br>F | Dependent      |           |        |        | <input type="checkbox"/> Yes<br><input type="checkbox"/> No |                                  | <input type="checkbox"/> Yes<br><input type="checkbox"/> No |
|  |            |    |        |                |           |        |        |   |                                  |   |

\*IMPORTANT: Please use the UnitedHealthcare directory of providers to choose a Primary Physician (Primary Care) for yourself and each of your covered dependents, for UnitedHealthcare Select, Select Plus, and other products requiring a Primary Physician designation only. \*\*For court ordered dependent, legal documentation must be attached. Please see employer representative for more information about the qualifications for full-time student status. If dependent does not reside with eligible employee, please provide address on a separate sheet.

### C. Product Selection

| Please check all that apply. Benefit offerings are dependent upon employer selection. |                          |                          |                          |                                   |                          |                          |                          |                          | Dual Option Plan Selected |
|---|--------------------------|--------------------------|--------------------------|-----------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|---------------------------|
| Person  | Medical                  | Dental                   | Vision                   | Life/Amount                       | Sup Life                 | Sup AD&D                 | STD                      | LTD                      |                           |
| Employee  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> \$ _____ | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |                           |
| Spouse  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>          |                          |                          |                          |                          |                           |
| Dependents  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>          |                          |                          |                          |                          |                           |
| Life Insurance Beneficiary's Full Name and Address                                    |                          |                          |                          |                                   |                          |                          |                          | Relationship             |                           |

Coverage Provided by "UnitedHealthcare and Affiliates":  
 Medical/Dental coverage provided by United HealthCare Insurance Company or United HealthCare of the Midwest, Inc.  
 Life Insurance coverage provided by United HealthCare Insurance Company  
 Vision coverage provided by United HealthCare Insurance Company



**F. Waiver of Coverage**  
 I decline coverage for:  
 Myself  
 Spouse  
 Dependent Children  
 Myself and all dependents

Declining coverage due to existence of other coverage:  
 Spouse's Employer's Plan     Individual Plan  
 Covered by Medicare     Medicaid  
 COBRA from Prior Employer     VA Eligibility  
 Tri-Care  
 I (we) have no other coverage at this time  
 Other \_\_\_\_\_

I understand that by waiving coverage at this time, I will not be allowed to participate unless I experience a life change event, at the next open enrollment period or as a late enrollee, if applicable. I also understand that pre-existing limitations may apply as explained in the Rights and Responsibilities brochure which I have received with this form.

|                   |      |
|-------------------|------|
| Employee Initials | Date |
|-------------------|------|

**G. Signature**

I authorize United HealthCare Insurance Company and its affiliates ("UnitedHealthcare and Affiliates") to obtain, use and disclose my medical, claim or benefit records, including any individually identifiable health information contained in these records. I understand these records may contain information created by other persons or entities (including health care providers) as well as information regarding the use of drug, alcohol, HIV/AIDS, mental health (other than psychotherapy notes), sexually transmitted disease and reproductive health services. I authorize any health care provider, pharmacy benefit manager, other insurer or reinsurer, hospital, clinic or other medical facility, health care clearinghouse, and any of their affiliates, representatives or business associates, to disclose my information to UnitedHealthcare and Affiliates. I understand the purpose of the disclosure and use of my information is to allow UnitedHealthcare and Affiliates to make decisions regarding eligibility, enrollment, underwriting and premium risk rating. I understand this authorization is voluntary and I may refuse to sign the authorization. My refusal may, however, affect my ability to enroll in the health plan or receive benefits, if permitted by law. I understand I may revoke this authorization at any time by notifying UnitedHealthcare and Affiliates in writing at the address provided, except to the extent that action has already been taken in reliance on this authorization. I further understand the information I authorize a person or entity to obtain and use may be re-disclosed and no longer protected by federal privacy regulations. This authorization, unless revoked earlier, expires 30 months after the date it is signed.

I understand that I am completing a joint life and health application and that each response must be complete and accurate. I (we) request the indicated group medical coverage for myself and, if the plan provides, for my dependents. I authorize any required premium contributions to be deducted from earnings. I (we) have not given the agent or any other persons any health information not included on the application. I (we) understand that UnitedHealthcare and Affiliates is not bound by any statements I (we) have made to any agent or to any other persons, if those statements are not written or printed on this application and any attachments. I have a continuing obligation to report changes in health status (e.g. received medical advice, diagnosis, care or treatment) after I sign the enrollment form and before receipt of my identification card. Please maintain a copy of this authorization for your records.

|      |   |   |
|------|---|---|
| Date | Employee Signature for all applying and waiving | Spouse Signature (if possible and applicable) |
|------|---|---|

**H. Census Information (optional)**

NOTE: Responding to this question is optional and is not required. Data collected in this section will be used only to help communicate with enrollees and inform them of specific programs to enhance their well-being. This information will not be used in the eligibility process.

1. Race, check all that apply:     White     Black, African-American     American Indian/Alaska Native     Asian  
 Native Hawaiian/Pacific Islander     Other Race, please specify \_\_\_\_\_

2. Are you of Hispanic or Latino origin?     Yes     No

I authorize any required premium contributions to be deducted from earnings.

By completing this application:

I (we) authorize all providers of health services or supplies and any of their representatives to give the following to the HMO/insurance company(ies): any available information about the medical history, condition or treatment of any person named in this request. I (we) authorize the HMO/insurance company(ies) to use this information to determine eligibility for medical coverage and eligibility for benefits under an existing policy.

I (we) also authorize the HMO/insurance company(ies) to give this information to its (their) representatives or to any other organization for the reason notified above. I (we) agree that this authorization is valid for 30 months from the date of this application. I (we) know that I (we) have the right to ask for and receive a copy of this authorization.

I understand that the Certificate of Coverage or Summary Plan Description and other documents, notices and communications regarding my coverage may be transmitted electronically.

I (we) have not given the agent or any other persons any health information not included on the application. I (we) understand that the HMO/insurance company(ies) is not bound by any statements I (we) have made to any agent or to any other persons, if those statements are not written or printed on the application and any attachments.

I have a continuing obligation to report changes in health status (e.g. received medical advice, diagnosis, care or treatment) after I sign the enrollment form and before receipt of my identification card.

### CONFIDENTIALITY

Make sure your employer has completed the "To be completed by the employer" section of the enrollment form before you begin to complete your portion of the form. If you do not wish to disclose personal medical information through this form to anyone other than UnitedHealthcare and its affiliates and representatives for underwriting and other purposes permitted by law, you may complete all information on the enrollment form, then insert and seal the form in an envelope before returning it to your employer or broker.



# guide

## Your Rights and Responsibilities



# Important Information

In order to make choices about your coverage and treatment, we believe that it is important for you to understand how your plan operates and how it may affect you. In an ever-changing environment, the information can never be complete and we urge you to contact us if the information in your Summary Plan Description, Certificate of Coverage or other materials does not answer your questions. Further information is available at [www.myuhc.com](http://www.myuhc.com).

1. We do not provide medical services or make treatment decisions. We help finance and/or administer the health benefit plan in which you are enrolled. That means:
  - We make decisions about whether the health benefit plan you chose will reimburse you for care that you may receive.
  - We do not decide what care you need or will receive. You and your physician make those decisions.
2. We may enter into arrangements where another entity carries out some of our duties, but those entities must operate consistently with our commitment to your plan.
3. We contract with networks of physicians and other providers. Our credentialing process confirms public information about the providers' licenses and other credentials, but does not assure the quality of the services provided.
4. Physicians and other providers in our networks are independent contractors and are not our employees or agents. We do not

control nor do we have a right to control your physician's treatment or plan.

5. We may enter into agreements with your physician or other provider to share in the cost savings that our approach may generate. We encourage providers in our network to disclose the nature of those arrangements to you. If they do not, we encourage you to talk to your physician about these arrangements.
6. We encourage physicians to talk with you about medical care you or your physician think might be valuable.

## Pre-Existing Conditions

If you or your covered dependents have received medical advice, care or treatment for an injury or sickness before beginning coverage or a waiting period under your health plan that injury or sickness may be considered a pre-existing condition.

Under federal law, a group health plan may look back for a period up to six months prior to the date coverage begins or, if earlier, the date a waiting period begins to determine if a pre-existing condition exists. A group health plan may exclude benefits for pre-existing conditions for up to 12 months (18 months for late entrants) from the above date. Pregnancy is not a pre-existing condition. A pre-existing condition will not apply to a newborn child, adopted child or a child placed for adoption prior to age 18, if the child is enrolled in a plan within 30

days of birth, adoption or placement for adoption. Genetic information is not considered a pre-existing condition unless there is a specific diagnosis related to the information.

Under federal law, a group health plan must reduce a pre-existing condition exclusion period by the same number of days you or your dependents were covered under prior health plans, unless there has been a significant break in coverage. If you or your dependents have a break in coverage of 63 or more days (including a newborn child, adopted child or child placed for adoption), coverage under prior plans will not be used to reduce a pre-existing condition exclusion period. In determining whether there has been a break in coverage of 63 days or more, plans may not include a waiting period you or your dependents may have had to satisfy. To receive credit for coverage under prior health plans (and thereby reduce or eliminate any pre-existing condition exclusion), you must show proof of prior coverage. You have the right to request a Certificate of Prior Creditable coverage from your prior employer or insurer. If necessary, UnitedHealthcare will help you obtain this information.

## Statement of affirmation and authorization to obtain and disclose information in connection with eligibility for medical coverage

I understand that I am completing a joint life and health application and that each response must be complete and accurate.

I (we) request the indicated group medical and/or life coverage for myself and, if the plan provides, for my dependents.