



Independent Contractor Attestation

Independent Contractors, paid by 1099, may be considered eligible for coverage through HealthPass. It is the employer's choice to consider these individual(s) eligible for coverage. Should they be included in the employer's group health plan, HealthPass and the IRS require the employer and the Independent Contractor(s) to meet the following guidelines and the eligibility requirements for HealthPass:

- The employees paid by 1099 must work for your company on a full-time year round basis and the work is an integral part of the business.
- The relationship between the employer and the worker are permanent and/or indefinite.
- The employer invests more money in the worker to perform the service, than the worker does.
- The employer has the right to control the details of how and when the worker's services are performed.
- The employer controls business aspects of the worker's job, including but not limited to: how worker is paid, whether expenses are reimbursed, who provides tools or supplies.
- The employer provides other types of employee benefits to the worker, such as a pension plan, other insurance, vacation or overtime pay.
- The employer agrees to contribute the same amount of money toward the premium as you would for your regular, taxed, employees.
- The employer agrees to require the same waiting period for Independent Contractors as for your regular, taxed, employees.
- The employer agrees to extend the coverage offering to all Independent Contractors who meet these qualifications, including those you may hire in the future.

If all of the above requirements are met, employees that are being paid via an IRS 1099 may be considered eligible for the employer's group health plan. List on the following document all individuals who meet these qualifications and provide the most recent copy of each worker's 1099 Form (if one has been filed).

Name	Social Security #	Date of Hire

I agree to the above qualifying conditions to consider Independent Contractor or Commissioned employees eligible for the employer sponsored group health plan, and attest to the accuracy and completeness of the information given here. Any misrepresentation or fraudulent statement may result in rescission of the group policy, termination of coverage, an increase in premiums retroactive to the policy date, or other consequences as permitted by law.

Authorized Signature

Date

HealthPass Group #: