



Independent Contractors Paid by 1099 Form

It is possible for an Independent Contractor paid by 1099 Form to be considered eligible for your UnitedHealthcare group health plan. It is your choice as the employer to consider these individuals to be eligible for coverage. Should you choose to include these individuals in your group health plan, UnitedHealthcare requires you and the Independent Contractor meet the following guidelines:

- 1) The maximum number of 1099 Independent Contractors may not exceed 25% of the total number of enrolled subscribers.
- 2) The Independent Contractor paid by 1099 must work for your company on a full time, year around basis.
- 3) The 1099 Independent Contractors must work a minimum of 30 hours per week.
- 4) You, the employer, agree to contribute the same amount of money toward the premium as you would for your regular, taxed, employees.
- 5) You, the employer, agree to require the same waiting period for Independent Contractors as for your regular, taxed, employees.
- 6) You, the employer, agree to extend the coverage offering to all Independent Contractors who meet these qualifications, including those you may hire in the future.
- 7) Your business has a minimum of two regular, taxed, employees who are applying (possibly including yourself).

If you agree to meet all of the above requirements, you may consider your Independent Contractors eligible for your group health plan. Please list below all individuals who meet these qualifications.

Name	Social Security Number	Date of Hire

I agree to the above qualifying conditions to consider Independent Contractors eligible for the group health plan sponsored by my company, and attest to the accuracy and completeness of the information given here.

Signature of Owner

Date