



Policy: Medical Coverage- Working Spouse Surcharge

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Purpose

The purpose of this policy is to communicate the Company's position related to medical coverage for teammates' spouses/domestic partners who otherwise have access to medical coverage through their employers that meets the Affordable Care Act (ACA) minimum guidelines.

Policy

Teammates whose spouses/domestic partners have access to medical coverage that meets the Affordable Care Act (ACA) minimum guidelines through their employer ("Other Medical Coverage") will be subject to a \$150 monthly surcharge if they choose to have their spouse/domestic partner enrolled in the AMSURG medical plan.

This policy will allow AMSURG to maintain affordable coverage for its teammates, dependent children, and spouses/domestic partners who have no Other Medical Coverage.

Effective Date

This policy is effective **January 1, 2023** and will continue until this policy is amended or terminated.

Assessment

The Working Spouse Surcharge (\$150) **will be added** to the premium amounts otherwise owed upon enrollment in the Plan.

The Working Spouse Surcharge **will not apply** if:

- The spouse/domestic partner is not employed elsewhere **or** is self-employed and does not provide Other Medical Coverage to any of their employees.
- The spouse/domestic partner is employed part-time and/or is not eligible for Other Medical Coverage.
- The spouse/domestic partner is employed and eligible for medical coverage from their employer, but that coverage does not meet ACA minimum guidelines.
- Both the teammate and the teammate's spouse/domestic partner work for AMSURG.
- A teammate's spouse/domestic partner is not eligible to participate in their employer's medical plan.

Benefit Selection Process

Teammates can change coverage for a spouse/domestic partner as follows:

- During annual enrollment;
- Upon initial enrollment in the AMSURG Health Plan following their date of hire; or
- Throughout the year if the teammate's spouse/domestic partner eligibility changes.

The surcharge will be removed on a prospective basis only.

The removal of the Working Spouse Surcharge may take up to two pay periods due to timing of payroll processing. AMSURG will not refund the surcharge incurred through the date of removal.

To ensure accuracy teammates must carefully select and attest to the option that best applies to their situation when they are electing coverage for a spouse/domestic partner during their benefits enrollment process.

For additional information about the Working Spouse Surcharge Policy please refer to the FAQ document or contact [The Benefits Center](#) at 1-888-305-7027.