

## Fully Insured Plans

# Religious Employer Exemption Certification

A group health plan may be exempt from covering contraceptive services required by state and federal law if the employer that establishes or maintains such plan qualifies as a religious employer under applicable state and federal law, including but not limited to the Patient Protection and Affordable Care Act, as amended (PPACA). Under PPACA, effective for plan years beginning on or after Aug. 1, 2013, a “religious employer” is an organization that is organized and operates as a non-profit entity and is referred to under Internal Revenue Code section 6033(a)(3)(A)(i) or (iii), which refers to churches, their integrated auxiliaries and conventions or association of churches, as well as the exclusively religious activities of any religious order. State law terminology and definitions of religious employer may differ.

By completing this form, your organization attests that it is a religious employer under applicable state and federal law and agrees as follows.

Please sign and return this completed Certification form to your UnitedHealthcare representative no less than 30 days before your next renewal date.

By signing this Certification, the organization named below:

- (1) certifies that it has reviewed the requirements to qualify for the religious employer exemption(s) to coverage of contraceptive services under applicable state and federal law, including but not limited to PPACA, and has sought the advice of its legal advisor or benefit consultant, if necessary,
- (2) certifies that it is a religious employer that is exempt from covering contraceptive services under applicable state and federal law, including but not limited to PPACA,
- (3) requests UnitedHealthcare to exclude coverage for contraceptive services from the plan insured by UnitedHealthcare for the organization,
- (4) certifies that it will provide to its group health plan enrollees and prospective enrollees such notices as may be required by applicable law regarding exclusion of contraceptive coverage under its plan,
- (5) acknowledges its responsibility to comply with all requirements under applicable state and federal law for assessing and maintaining its exempt religious employer status, and
- (6) agrees to notify UnitedHealthcare at least 30 days in advance of any change that causes its exempt religious employer status to end.

**Please note:** *If your organization does not sign and return this form as required above, coverage for contraceptive services, as required by law, will be included in your plan.*

**Name of Organization/Plan Sponsor:** \_\_\_\_\_

**Authorized Signature:** \_\_\_\_\_

**Print Name:** \_\_\_\_\_

**Title:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Policy No.:** \_\_\_\_\_

