



WOODS HOLE OCEANOGRAPHIC INSTITUTION

Employee Health Insurance Responsibility Disclosure Form (HIRD)

It is your responsibility:

If you are 18 or older and enrolled in a qualified health insurance plan through another company, **you must sign the enclosed Employee Health Insurance Responsibility Disclosure Form (HIRD) indicating that you are aware of the state's individual mandate to have health insurance and the penalties that go along with not having health insurance.**

Under the Massachusetts Health Care Reform Act, **all residents of Massachusetts age 18 and over must be enrolled in health insurance coverage by December 31, 2007** or they will lose the tax benefit or their personal exemption on their 2007 state income tax return. Penalties for 2008 will be more severe.

If you are currently enrolled in one of WHOI's health plans you do not need to do anything.

WHOI is responsible to retain the signed HIRD document for three years and make it available upon request to the Division of Health Care Finance and Policy and the Division of Revenue as required by state regulation.

Please complete the HIRD form and return it to the Human Resources Department by November 16, 2007.

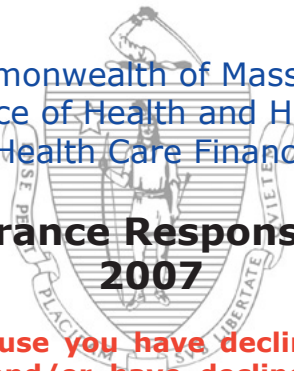
If you would like more information on Massachusetts Health Care Reform, please visit: www.MAhealthconnector.org.

If you have any questions, please contact your Benefits Specialist.

Donna Hyman
508-289-3743
dhyman@whoi.edu

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The Commonwealth of Massachusetts
 Executive Office of Health and Human Services
 Division of Health Care Finance and Policy



**Employee Health Insurance Responsibility Disclosure Form
 2007**

You are completing this form because you have declined to participate in your employer sponsored health insurance plan and/or have declined to participate in the employer's "Section 125 Cafeteria Plan" pre-tax purchasing arrangement.

Employer Name: Woods Hole Oceanographic Institution **FEIN:** _____
Employer D/B/A: _____
Employer Address: 14 Maury Lane
City | State | ZIP Code: Woods Hole, MA 02543

Employer: Please report the dollar amount of the employee's portion of the monthly premium cost of the least expensive individual health plan offered by the employer to the employee. \$ 174.26

Employee First Name	Middle Initial
<input style="width: 90%;" type="text"/>	<input style="width: 90%;" type="text"/>
Employee Last Name	Suffix (e.g., Sr., Jr.)
<input style="width: 90%;" type="text"/>	<input style="width: 90%;" type="text"/>

Employee Social Security or Tax Identification Number

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Employees: please check the appropriate box for each question.

1. Were you offered employer subsidized health insurance?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
1a. If Yes, did you decline your employer subsidized health insurance?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
2. Were you offered a "Section 125 Cafeteria Plan" to pay for health insurance?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
2a. If Yes, did you decline to use your employer's "Section 125 Cafeteria Plan" to pay for health insurance?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
3. Do you have other health insurance?	Yes <input type="checkbox"/>	No <input type="checkbox"/>

Employee Affidavit

I hereby affirm, under penalties of perjury that all the information provided herein is true to the best of my knowledge. I also understand that if I do not have health insurance I may be responsible for the full costs of all medical treatment, that I may forfeit all or a portion of my Massachusetts personal tax exemption and be subject to other penalties pursuant to M.G.L c. 111M, that the Employee Health Insurance Responsibility Disclosure (HIRD) Form contains information that must be reported in my Massachusetts tax return, and that I am required to maintain a copy of the signed HIRD Form.

Employee Signature

Date (MM/DD/YY)

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The employer must retain this document for three (3) years and make it available upon request to the Division of Health Care Finance and Policy and the Division of Revenue as required by state regulation 114.5 CMR 18.00.

Instructions

EMPLOYER INFORMATION

Employers must complete all relevant fields.

Please report the dollar amount of the employee's portion of the monthly premium cost of the least expensive individual health plan offered by the employer to the employee.

Abbreviations

FEIN
Federal Employer Identification Number

D/B/A
Doing Business As, if applicable

EMPLOYEE INFORMATION

Employee First Name

The employee or employer must enter the employee's first name here.

Employee Last Name

The employee or employer must enter the employee's last name here.

Employee Social Security or Tax Identification Number

The employee or employer must enter the employee's Social Security or Tax Identification number here.

Questions 1 and 1a (Check Boxes)

The employee must check either Yes or No. This can not be left unchecked nor can both boxes be checked. If the answer to Question 1 is Yes, then 1a must also be checked Yes or No. If the answer to Question 1 is No, then Question 1a should be left unchecked.

Questions 2 and 2a (Check Boxes)

The employee must check either Yes or No. This can not be left unchecked nor can both boxes be checked. If the answer to Question 2 is Yes, then 2a must also be checked Yes or No. If the answer to Question 2 is No, then Question 2a should be left unchecked.

Questions 3 (Check Box)

The employee must check either Yes or No. This can not be left unchecked nor can both boxes be checked.

Employee Signature

The employee must sign and date the Employee Health Insurance Responsibility Disclosure (HIRD) form.

Note to Employer Regarding Employee Signature

If the employee refuses to sign and date the form, the refusal should be noted in writing and signed by the authorized company representative (e.g., the owner, supervisor or manager, chief executive officer, etc.).

ALTERNATE VERSIONS OF THIS FORM

Employers may recreate their own version of the Employee Health Insurance Responsibility Disclosure (HIRD) form. However, all information must be included, with the same wording and order, and the sequence and numbering of the Questions must be exactly as it appears on the version provided by the Commonwealth of Massachusetts.