

NIDEC MOTOR CORPORATION

Working Spouse Coverage Verification Form

Nidec Motor Corporation's eligibility rules state spouses of Nidec employees who have access to their own Employer Sponsored Health Plan must elect coverage through that employer's plan. This form is provided for you, the Nidec employee, to certify that your spouse can remain on the Nidec Plan because they meet the necessary criteria or that you acknowledge they do not meet the necessary criteria and they will not remain on Nidec's Plan.

An eligible spouse is legally married to you (not an ex-spouse) and does not have access to his or her own Employer Sponsored Health Plan.

I hereby certify:

- My spouse works and has elected to take his/her Employers' Health Plan
- My spouse does not work or is self-employed
- My spouse works for an Employer that does not offer health coverage to their employees or my spouse is not eligible to participate in their Employer's Health Plan.

Employee name (printed)

Employee signature and date

Employee contact information

Spouse, employer name, address, and phone

Please upload the completed verification form to your worker documents in Workday and send a confirmation email to Nidecbenefits@nidec-motor.com.

If you do not return this form by the due date of the audit request, your spouse will automatically be terminated from Nidec's Plan as of the due date.

By signing this form, you certify that you have read and understand Nidec's Plan Eligibility Terms and Conditions.



Nidec Motor Corporation Dependent Eligibility Terms and Conditions

Right to request documentation: Nidec Motor Company has the right to request documentation from an employee who declares their spouse is not eligible for their Employer's Health Plan. In addition, we have the right to ask for tax records to prove non-working or self-employment status.

Recourse for making a false statement: An employee who intentionally falsifies his/her spouse or dependent child(ren) status on this form will be subject to immediate repayment of paid premium and claims on the spouses behalf by Nidec and may be released from employment or terminated from the benefit plan for intentional falsification of employment-related paperwork.