

Tobacco Use Affidavit

I am aware that my employer will apply a tobacco-user surcharge of \$46.15 per bi-weekly paycheck or \$23.08 per weekly paycheck, to Associates who are tobacco users and elect UnitedHealthcare (UHC) medical coverage.

- An Associate is considered a **tobacco user** if he or she has used any tobacco product, even once, within the last three months of completing this affidavit.
- A “tobacco product” means a cigarette, cigar, pipe tobacco, chewing tobacco, or snuff.
- It does not matter whether the Associate’s use of a tobacco product was at work, during a break, at home, at a social occasion, or anywhere else.

Tobacco users can eliminate the tobacco-user surcharge by enrolling in the free QuitPower tobacco cessation program and completing five calls with a QuitPower Coach. To enroll in the QuitPower, call 1-877-784-8797.

Your employer is committed to helping you to stop using tobacco products and improve your health. The tobacco-user surcharge is waived for all associates enrolled in the UHC major medical coverage if they are:

- Non-tobacco users
- Tobacco users who enroll and complete the QuitPower tobacco cessation program. If you are a tobacco user and unable to quit using tobacco products, you will still have an opportunity to remove the tobacco-use surcharge by completing the tobacco cessation QuitPower program. If you complete this program within 6 months, you will qualify for waiver of the tobacco-use surcharge.

I understand that if I answer “yes” on the mytree enrollment site about being a tobacco user, a tobacco-user surcharge will be applied starting with the next pay period on or after January 1, 2017, and that I have UHC major medical coverage through Dollar Tree. If you are a tobacco user and want to avoid the tobacco-user surcharge, you must enroll in the QuitPower tobacco cessation program.

NOTE: A “yes” answer to the question on the mytree site, means EITHER that you have used a tobacco product at least once in the last three months OR that you would prefer not to say whether you are a tobacco-user. **In either case, if you answer “yes” to the question, you will be subject to the tobacco user surcharge unless you enroll in QuitPower and complete five calls with a QuitPower Coach. You must complete the program within 6 months. For associates enrolling during Annual Enrollment, you have until 06/30/2017 to complete the program. Once you complete the UHC QuitPower program, the surcharge will be eliminated and you will be reimbursed for any surcharges collected from you in 2017. If you decline to disclose your tobacco-user status, you must answer “Yes” to the question on the mytree site, and the tobacco-user surcharge will be applied.**

For associates enrolling during Annual Enrollment, if you complete the program after 06/30/2017, we will stop the surcharge but you will not be reimbursed for any 2017 surcharges.

The QuitPower Program is brought to you by Optum Health. QuitPower leverages Optum’s integrated Population Health Management model, clinical and behavioral expertise and the latest tobacco cessation research to deliver a best-in-class tobacco cessation solution. By combining specialized tobacco coaching with nicotine replacement therapy, QuitPower helps participants create personalized plans of achievable goals to becoming tobacco free.

I have read and understand the statements on this document and I hereby certify my statements to be true and correct in all material respects. I further understand that intentional falsification of this document is grounds for immediately applying the tobacco-user surcharge retroactive to the date of the falsification and/or terminating my participation in the UHC major medical plan through Dollar Tree, and also may result in disciplinary action, up to and including termination of my employment with the company. I agree that Dollar Tree may deduct the amount of any missed surcharge payments due to intentional falsification of this document from my pay.