

Plan Eligibility

Eligible SPOUSE:

- Your legally married spouse.

Eligible CHILDREN:

- Your or your spouse's child through the end of the month in which they turn 26.

Eligible DISABLED DEPENDENTS:

- An unmarried child 26 years of age or older who depends on you or your spouse for support as they are unable to support themselves due to a mental or physical condition. The disability must have occurred by the end of the year in which the dependent turns 18.

A child is defined as your or your spouse's natural child, stepchild, legally adopted child, a child placed with you for adoption, a child for whom you are required to provide health insurance by a Qualified Medical Child Support Order, or a child in which you or your spouse have legal guardianship.

Document Requirements

All Required Documentation **MUST** include date and/or year, employee name, and dependent's name.

FOR SPOUSE: *Provide documentation listed below.*

- A copy of your marriage certificate **AND**
- A copy of the front page of your most recent filed federal tax return confirming this dependent as a spouse, **OR** documentation dated within the last 6 months establishing current relationship status such as a joint household bill, joint bank/credit account, joint mortgage/lease, or insurance policies. The Document must list you and your spouse's name, the date, and mailing address.

FOR CHILDREN: *Provide documentation listed below.*

- A copy of the child's birth certificate, naming you or your spouse as the child's parent, or appropriate court order / adoption decree naming you or your spouse as the child's legal guardian **OR** if applicable, a copy of a divorce decree granting full or joint custody (names of all parties must be included); **OR** if applicable, a copy of a court-issued Qualified Medical Child Support Order (QMCSO) or other court order where you or your spouse are required to provide healthcare (names of all parties must be included).

FOR STEPCHILDREN: *Provide documentation listed below.*

- A copy of the child's birth certificate, naming you or your spouse as the child's parent, or appropriate court order / adoption decree naming you or your spouse as the child's legal guardian **AND**
- A copy of your marriage certificate as proof of the dependent's relationship to the employee.

FOR DISABLED DEPENDENTS: *Provide documentation listed below.*

- A copy of the child's birth certificate, naming you or your spouse as the child's parent, or appropriate court order / adoption decree naming you or your spouse as the child's legal guardian. **AND**
- A copy of the front page of your most recent filed federal tax return confirming that you claimed this dependent.

Note: *If this disabled dependent is a stepchild, the documentation required for a spouse listed above will also be required.*