

## **Definition of Eligible Dependent for Health Plans**

Eligible Dependents include:

- your legal Spouse,
- your Domestic Partner as defined below,
- your dependent Child as defined below,

To be considered as an eligible Domestic Partner, the employee and the Domestic Partner must meet all of the following criteria:

- be at least 18 years of age
- not be legally married to another person
- not be related by blood to a degree of closeness that would prohibit marriage
- in an exclusive, committed relationship that is intended to be permanent
- share a mutual obligation of support and responsibility for each other's common welfare
- have shared a principal residence for at least six (6) months and intend to do so permanently.

The employee must submit an Affidavit of Domestic Partnership and Declaration of Tax Status form prior to enrolling a domestic partner and his or her children.

To be considered as an eligible dependent Child the Child must meet all of the following criteria:

### **Applicable for children who have not reached their 26<sup>th</sup> birthday:**

- married or unmarried, and
- is your natural born Child, Stepchild, legally adopted Child, Child placed and approved for adoption in your home, Child for whom you, your Spouse or Domestic Partner is the Legal Guardian or Custodian, or Child who, by court order, must be provided health care coverage by you, your Spouse or Domestic Partner

Coverage for Children (as defined above) who reach age 26 shall end on the last day of the month in which they reach their 26<sup>th</sup> birthday unless they are dependent on you, your Spouse or your eligible Domestic Partner due to a physical handicap or mental retardation which renders them unable to work. This incapacity must have started before age 26 and must be medically certified by a Physician.

The Plan sponsor reserves the right to request documentation of eligibility for any and all eligible Dependents.