



Dependent Eligibility

Definitions and Required Documents (rev 7/20/10)

TYPE OF DEPENDENT	DEFINITION	REQUIRED DOCUMENT(S) FOR VERIFICATION
Spouse	A person to whom the participant is legally married	<p>Page 1 and signed and dated signature page of participant's prior year Federal Income Tax Return (1040, 1040A or 1040EZ) listing the spouse name and marked either married filing jointly or married filing separately; or</p> <p>Page 1 and Certificate of Electronic Filing (must show as accepted) of participant's prior year Federal Income Tax Return (1040, 1040A or 1040EZ) listing the spouse name and marked either married filing jointly or married filing separately; or</p> <p>Marriage certificate and one of the following:</p> <ul style="list-style-type: none"> • Proof that participant and spouse own a home or other real estate together • Proof that participant and spouse are both listed on a lease or share the rent of a home or other property • A utility bill with both names • Proof of a jointly-owned bank or financial account • Proof of a joint loan or debt obligation <p><i>If just married in the current calendar year, a marriage certificate only is acceptable proof of eligibility</i></p>
Natural (biological) child under age 24	A natural (biological) child	<p>The child's birth certificate; or</p> <p>Certificate of Report of Birth (DS-1350); or</p> <p>Consular Report of Birth Abroad of a Citizen of the United States of America (FS-240); or</p> <p>Certification of Birth Abroad (FS-545)</p>
Adopted child under age 24	A child the participant has adopted or is in the process of legally adopting	<p>Court documents signed by a judge showing that the participant has adopted the child; or</p> <p>International adoption papers from country of adoption; or</p> <p>Papers from the adoption agency showing intent to adopt</p>
Child for whom the participant is legal guardian	A child for whom the participant is the legal guardian	Any legal document that establishes guardianship
Stepchild under age 24	A stepchild	<p>Verification of marriage between employee and spouse and birth certificate of the child showing the relationship to the spouse, or</p> <p>Any legal document that establishes relationship between the stepchild and the spouse or the member</p>
Child for whom the plan has received a qualified medical child support order	An child who is named as an alternate recipient with respect to the participant under a Qualified Medical Child Support Order (QMCSO)	<p>Court documents signed by a judge; or</p> <p>Medical support orders issued by a state agency</p>
Disabled dependent	A dependent of any age (who falls under one of the categories previously listed) and due to a mental or physical disability, is unable to earn a living. The dependent's disability must have begun before age 24 and while covered under a state-sponsored plan.	Documentation will be provided by the insurance carrier at the time incapacitation is determined

Never send original documents. Please mark out or black out any social security numbers and any personal financial information on the copies of your documents BEFORE you return them.