

Effective January 1, 2014

Child Eligibility Rules	
Benefit	Child Eligibility
Medical Dental Vision	<ul style="list-style-type: none"> • The natural or adopted child of the employee or the employee’s spouse who is under age 26. • The natural or adopted child of the employee’s domestic partner who is under age 26 (<i>NOTE: if the child is not claimed as a dependent on the employee’s federal income tax return, this benefit will be taxable</i>). • The foster child (under age 18) of the employee, defined as an individual who is placed with the employee by an authorized placement agency or by judgment decree, or other court order. • Any other child who is under age 26, and <ul style="list-style-type: none"> ○ for whom the employee is the legal guardian or custodian, and ○ who resides in the employee’s home, and ○ who is claimed as a tax dependent on the employee’s federal income tax return. <p>Coverage for an unmarried tax-dependent child who is physically or mentally disabled may be continued beyond the age limits of the Plan. Contact the Human Resources Department for further details.</p>
Child Life Child AD&D	<ul style="list-style-type: none"> • The natural or adopted child of the employee or the employee’s spouse who is under age 26 who relies on the employee for support and maintenance (does not necessarily have to be a tax dependent).
Tuition Exchange Tuition Scholarship Tuition Waiver	<ul style="list-style-type: none"> • The natural or adopted child of the employee, the employee’s spouse, or the employee’s domestic partner who is under age 30. • Any other child who is under age 30, and <ul style="list-style-type: none"> ○ for whom the employee is the legal guardian or custodian, and ○ has been the legal guardian or custodian for at least three years prior to the date on which the child begins using the educational benefit, and ○ who resides in the employee’s home, and ○ who is claimed as a tax dependent on the employee’s federal income tax return. <p>NOTE: If a child has matriculated in a program before the age of 30, he/she would be eligible for Tuition Waiver to complete that same degree program started (not a different program) through the academic quarter in which the child attains age of 35. There will be no Tuition Waiver available beyond age 35.</p>