

Dependents	Eligibility Definition	Documentation Required
Other Female or Male Child	<p>An unmarried child in which a court has ordered the employee (and/or the employee's legal spouse) to assume sole permanent custody may be covered until the end of the year in which he or she turns age 26 if:</p> <ul style="list-style-type: none"> ✓ The principal place of residence is with the employee; ✓ They are a member of the employee's household; ✓ They receive over one-half of their support from the employee, and ✓ The custody was awarded prior to the child's 18th birthday. 	<ul style="list-style-type: none"> ➤ Photocopy of the Final Court Order granting permanent custody with presiding judge's signature.
Other Female or Male Child - Exception	<p>If the employee (or employee's spouse) shares custody with their minor child who is the parent of an "other female or male child", then that "other child" may also be covered if the other child, the minor child (who is the parent), and the employee's spouse (if applicable)</p> <ul style="list-style-type: none"> ✓ All live in the same household as the employee ✓ Both children are unmarried ✓ Both children received over one-half of their support from the employee. 	<ul style="list-style-type: none"> ➤ Photocopy of the other child's birth certificate showing the name of the minor child as the parent of the other child ➤ Photocopy of the birth certificate (or adoptive agreement) for the minor child showing the name of the employee, and ➤ Photocopy of the Final Court Order with presiding judge's signature.
Incapacitated Adult Dependents	<p>The employee's adult children who are incapacitated due to a physical or mental health condition may be covered beyond the end of the year in which they turn age 26 if:</p> <ul style="list-style-type: none"> ✓ They are unmarried, ✓ The employee provides more than half of the dependent's support, or ✓ The incapacitated dependent resides full-time with the employee (or other natural/adoptive parent); so long as the adult incapacitated dependent is receiving residential support services. ✓ They are deemed incapacitated prior to the end of the year in which they reach age 26, and ✓ They have maintained continuous coverage under an employer-sponsored plan of the employee (or the other natural/adoptive parent). 	<ul style="list-style-type: none"> ➤ Photocopy of birth certificate or legal adoptive agreement showing employee's name. ➤ In the case of a new employee, copy of the HIPAA Certificate showing prior employer-sponsored coverage. ➤ Other medical certification and eligibility documentation as needed.