

Dependent's Health Care Eligibility*

(If employee is already eligible for Health Care Coverage's)

Dependent	Definition	Requirements	Effective Date
Spouse	Legally married	Marriage License or Certificate of Marriage	Date of Marriage
Common Law Spouse	Depends on States' Requirements	May discuss with Plan Specialists	1st day of month following receipt and approval of documentation
Natural Child	Born to employee and/or spouse	Birth Certificate or letter from hospital**	Date of Birth (if enrolled within 30 days)
Stepchild	Child by Marriage	Birth Certificate Marriage License	Date of residence with employee
Adopted Child	Child of your residence by legal adoption	Legal Documents or Agency Letter	Date of placement with employee by licensed agency or date of petition for adoption, whichever is earlier
Principally-Supported Child (including grandchildren)	Related to you by blood or marriage	Resides with you as a member of your household. Must qualify as an IRS Dependent.	1st day of month following application
Legal Guardianship	Child of your residence	Court documents	Date of filing of petition or date of residence, whichever is later.
Sponsored Dependent*** (Employee paid)	Persons other than your spouse, or eligible dependent related to you by blood or marriage or resides in your home.	Must qualify as an IRS Dependent.	1st of month following date of application.

- * Includes medical, drug, dental, vision, and hearing aid for full time employee, except for sponsored dependents.
- ** In the case where the employee is listed as single on Company records and child does not reside with employee, court document or divorce decree showing paternity/maternity and financial responsibility is required of full time hourly employees.
- *** Includes medical, drug, and hearing aid for hourly sponsored dependents of full time hourly employees.

NOTE: To add dependents you must call the NESC @ 1-800-248-4444.