

# CMC EMPLOYEE BENEFIT PLANS: ELIGIBLE DEPENDENTS AND REQUIRED DEPENDENT VERIFICATION DOCUMENTATION



## Certain benefit plans allow you to cover your eligible dependents.

Eligible Dependents	Required Documentation
<p><b>Spouse</b></p> <p>Your legal spouse, including a same-gender spouse or your common law spouse if you live in a state that recognizes common law marriage (Colorado, District of Columbia, Iowa, Kansas, Montana, Oklahoma, Rhode Island, South Carolina, Texas, and Utah). See below for states with limited recognition of common law marriage.*</p>	<p>Marriage certificate OR in the absence of a marriage certificate, a current federal tax return showing joint filing status will be accepted</p>
<p><b>Child(ren)</b></p> <p>Married or unmarried child(ren) up to age 26, or if disabled, any age with proof of disability</p>	<p>Please provide document listed below OR in the absence of the listed document, a current federal tax return showing the child(ren) as a dependent will be accepted</p>
<p>– <b>Natural child(ren)</b></p>	<p>A copy of the child's birth certificate showing the employee as a parent</p>
<p>– <b>Stepchild(ren)</b></p>	<p>A copy of the child's birth certificate showing the name of the natural parent AND proof that the natural parent and employee are married, as described under <b>Spouse</b> above</p>
<p>– <b>Adopted child(ren)</b></p>	<p>Legal documents stating adoption</p>
<p>– <b>Foster child(ren)</b></p>	<p>Legal documents stating custody</p>
<p>– <b>Child(ren) of common law spouse</b></p>	<p>A copy of the child's birth certificate showing the name of the natural parent AND proof that the natural parent and employee are married, as described under <b>Spouse</b> above</p>
<p>– <b>Child(ren) for whom you have legal guardianship</b></p>	<p>Legal documents stating custody</p>

\*States with limited recognition of common law marriage if created prior to the date indicated below:

- Alabama (January 1, 2017)
- Georgia (January 1, 1997)
- Idaho (January 1, 1996)
- Ohio (October 10, 1991)
- Pennsylvania (January 1, 2005)

This document is designed to help you navigate your benefit choices and to provide basic information about the benefit programs available to employees. In the event of any discrepancy between the descriptions in this summary and the controlling contracts or plan documents, the language in the controlling contracts or plan documents will govern.

