

# Dependent Eligibility Matrix for Medical Insurance

Eligible Dependent Type	Eligible Dependent Definitions	Required Documentation for Proof of Eligibility
<b>Legal Spouse</b>	A person of the opposite sex who is legally married to an employee; so long as he/she is not covered as an employee under a Purdue plan.	<ul style="list-style-type: none"> <li>• Marriage Certificate, or</li> <li>• Joint tax return of employee and spouse from current or prior year. It must clearly list names of the employee and spouse, joint filing indicated (black out financial information)</li> </ul>
<b>Same-Sex Domestic Partner</b>	A person of the same sex with whom you have entered into a domestic partnership and reside together unmarried in the same permanent residence, and have lived in a spouse-like relationship for at least the last 12 consecutive months, intend to do so indefinitely, and neither has any such relationship with my other person, so long as he/she is not covered as an employee under a Purdue plan.	<ul style="list-style-type: none"> <li>• Affidavit of same-sex domestic partnership. Find it at: <a href="http://www.purdue.edu/hr/Benefits/domestic_partner.html">http://www.purdue.edu/hr/Benefits/domestic_partner.html</a></li> </ul> <p style="text-align: center;"><b>PLUS</b></p> <ul style="list-style-type: none"> <li>• Current proof of joint mortgage or joint tenancy on a residential lease; or</li> <li>• Joint bank account or joint liabilities (credit cards); or</li> <li>• Designation of same-sex partner as beneficiary for Life Insurance; or a legal Will or Trust.</li> </ul>
<p><b>Employee's or Spouse's Child</b></p> <p><b>Or</b></p> <p><b>Employee's or Spouse's Step Child (Legal Guardians)</b></p>	<p>Includes any of the following until the age of 26:</p> <ol style="list-style-type: none"> <li>a. A natural child</li> <li>b. A step child</li> <li>c. A legally adopted child or a child legally placed for adoption</li> <li>d. A child by legal guardianship</li> </ol> <p>Coverage for children ends when the covered child reaches her or his 26<sup>th</sup> birthday.</p> <p><i>For a child who is covered under your Purdue benefit plan who is physically or mentally incapable of self-support, the child may continue on your Purdue coverage beyond the normal age-limit if the disability continues and the child remains unmarried. You may be asked to provide certification of the child's disability annually.</i></p>	<ul style="list-style-type: none"> <li>• Birth certificate reflecting that the child is the employee's or spouse's; or</li> <li>• Adoption order reflecting that the child is the child of the employee or employee's spouse, or</li> <li>• Court order stating that the employee's spouse is the child's legal guardian, or</li> <li>• A divorce decree, court order, or Qualified Medical Child Support Order (QMCSO) declaring the employee or the employee's spouse to be legally responsible for providing health coverage for the child, or</li> <li>• Affidavit signed by the employee before a notary swearing that the employee and/or the employee's spouse provides more than 50% of the child's support.</li> </ul> <p style="text-align: center;"><b>PLUS, IF 26 or OLDER</b></p> <ul style="list-style-type: none"> <li>• In addition to satisfying the requirements listed above, children 26 or older must also provide on the following:             <ul style="list-style-type: none"> <li>○ Signed medical records or signed letter from physician, or</li> <li>○ Copy of originally submitted Continuation of Insurance for Disabled Children form proving physical or mental incapacity making the child incapable of self support.</li> </ul> </li> </ul>

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<p><b>Same-sex Domestic Partner's Child</b></p>	<p>If you are covering an eligible Same-Sex Domestic Partner (SSDP), an eligible SSDP child under the age of 26 includes:</p> <ul style="list-style-type: none"> <li>a. A natural child</li> <li>b. A step child</li> <li>c. A legally adopted child or a child legally placed for adoption</li> <li>d. A child by legal guardianship</li> </ul> <p>Coverage for children ends when the covered child reaches her or his 26<sup>th</sup> birthday.</p> <p><i>For a child who is covered under your Purdue benefit plan who is physically or mentally incapable of self-support, the child may continue on your Purdue coverage beyond the normal age limit if the disability continues and the child remains unmarried. You may be asked to provide certification of the child's disability annually.</i></p>	<ul style="list-style-type: none"> <li>• Birth certificate reflecting that the child is the same-sex domestic partner's (SSDP); or</li> <li>• Adoption order reflecting that the child is the child of the SSDP, or</li> <li>• Court order stating that the SSDP is the child's legal guardian, or</li> <li>• A divorce decree, court order, or Qualified Medical Child Support Order (QMCSO) declaring the SSDP to be legally responsible for providing health coverage for the child, or</li> <li>• Affidavit signed by the employee before a notary swearing that the employee and/or the SSDP provide more than 50% of the child's support.</li> </ul> <p style="text-align: center;"><b>PLUS, IF 26 or OLDER</b></p> <ul style="list-style-type: none"> <li>• In addition to satisfying the requirements listed above, children 26 or older must also provide on the following: <ul style="list-style-type: none"> <li>○ Signed medical records or signed letter from physician, or</li> <li>○ Copy of originally submitted Continuation of Insurance for Disabled Children form proving physical or mental incapacity making the child incapable of self support.</li> </ul> </li> </ul>
<b>Alternate Documentation for Proof of Eligibility</b>		
<p><b>For Legal Spouse:</b></p> <p><b>Marriage certificate from your country of origin</b></p>		
<p><b>For Children</b></p> <ul style="list-style-type: none"> <li>• Hospital birth records, or</li> <li>• School records demonstrating that the parent of the child is the employee or spouse, or</li> <li>• Naturalization certificate (if born outside of the US) or Consular report of birth abroad, or</li> <li>• Adoption certificate from your country of origin</li> </ul>		