

Dependent Type	Age Limit	Eligibility Requirements	Documentation Needed
Legal Spouse	N/A	Any legal spouse	Government Issued Marriage Certificate, and one of the following with both names listed: Prior Year Tax Return Recent Bank Statement Recent Utility Bill
Common Law Spouse	N/A	Common Law marriage is recognized in these states : Alabama, Colorado (must be notarized), District of Columbia, Georgia (if created before 1/1/1997), Idaho (if created before 1/1/1996), Iowa, Kansas, Montana, New Hampshire (must meet State-law requirements), Ohio (if created before 10/10/1991), Oklahoma, Pennsylvania (if created before 1/1/05), Rhode Island, South Carolina, Texas	Government Issued Certificate of Common Law Marriage, and one of the following with both names listed: Prior Year Tax Return Recent Bank Statement Recent Utility Bill
Biological Child	Up to Age 26	Must be teammate's biological child	Government Issued Birth Certificate listing the teammate as the mother or father
Disabled Biological Child	Age 26+	<ul style="list-style-type: none"> Must be a teammate's biological child and certified as disabled with the McLane Plan before age 26. Teammate must claim the child as a dependent and provide more than half of the support. The dependent must be incapable of self-sustaining employment	Government Issued Birth Certificate listing the teammate as the mother or father
Adopted Child, or one placed pending adoption	Up to Age 26	Non-biological child of teammate who has been legally adopted by teammate or placed with teammate pending future legal adoption	Adoption Placement Agreement and Petition for Adoption Legal Adoption Certificate
Disabled Adopted Child	Age 26+	Must be primarily supported by you Must be incapable of self-sustaining employment	Legal Adoption Certificate
Foster Child	Up to Age 26	Must be legally placed with teammate as a Foster Child	Foster Care Letter of Placement
Step-Child	Up to Age 26	Must be the biological child of your spouse	Government Issued Birth Certificate of Child Proof of Marriage/Affidavit of Common Law Marriage to child's parent
Disabled Step-Child	Age 26+	<ul style="list-style-type: none"> Must be the biological child of your spouse Must be primarily supported by you Must be incapable of self-sustaining employment	<ul style="list-style-type: none"> Government Issued Birth Certificate Proof of Marriage/Government-Issued Certificate of Common Law Marriage
Permanent Legal Guardianship	Up to Age 26	Must be court ordered; or a child for whom you or your spouse are the permanent legal guardian if the child resides in your household and depends on you for support and maintenance; or A child for whom you or your spouse are the permanent legal guardian if the child resides in your household and depends on you for support and maintenance	<ul style="list-style-type: none"> Government Issued Birth Certificate Court Ordered Documentation of Permanent Legal Guardianship
Disabled Child Permanent Legal Guardianship	Age 26+	<ul style="list-style-type: none"> Must be your court-ordered Permanent Legal Guardian Must be primarily supported by you Must be incapable of self-sustaining employment 	<ul style="list-style-type: none"> Government Issued Birth Certificate Court Ordered Documentation of Permanent Legal Guardianship
National Medical Court Orders	Up to Age 26	McLane has received a court order requiring teammate to have financial responsibility for providing coverage	National Medical Support Order from Child Support Agency