

Acceptable Supporting Documentation for Benefit Dependents



Please provide copies of documents with your [LANL Contacts Form](#).

Eligible Dependents	Eligibility Requirement	Acceptable Supporting Documents & Additional Required Forms
Legal Spouse	Certified legal marriage	<ul style="list-style-type: none"> • Marriage certificate filed with a state or federal entity, <u>or</u> • Signed most recent federal tax return, if filed jointly
Domestic Partner	Must meet requirements of Declaration of Domestic Partnership (Form 1925a)	<ul style="list-style-type: none"> • Proof of relationship for at least 6 months as outlined on form 1925a • Form 1925a - Declaration of Domestic Partnership also required • Form 3027 – Declaration of Tax-Favored Dependents, if eligible*
Child – natural, step, placed for adoption, adopted, or Domestic Partner’s child	Up to age 26	<ul style="list-style-type: none"> • Birth Certificate or proof of birth (if newborn) • Adoption papers that list you as the adoptive parent <p>For step children and domestic partner children, spouse/domestic partner documentation above is also required.</p>
Legal Ward	Up to age 18, unmarried, living with you, and is a claimed tax dependent receiving at least half of their financial support from you	<ul style="list-style-type: none"> • Legal document granting custody <u>and</u> latest signed federal tax returns. • Form 3028 - Declaration of Legal Ward as Eligible Dependent also required
Overage disabled child	Over age 26, unmarried, and approved by the medical insurance provider prior to age 26 or during Period of Initial Eligibility for newly eligible employees.	<ul style="list-style-type: none"> • Birth Certificate or adoption papers that list you as the adoptive parent <u>and</u> • Approval from medical insurance provider <p><i>Once eligible, continuous coverage under a Triad group benefit must be maintained for the overage dependent. If coverage is dropped, coverage will no longer be available.</i></p>

**Imputed Income: Triad assumes all domestic partners and domestic partner children are not IRS tax dependents. Therefore, the value of insurance coverage provided by Triad will be considered taxable income to the employee who enrolled the dependent(s) and taxes will be withheld accordingly from payroll. If your domestic partner and/or domestic partner children are qualified tax dependents, submit Form 3027.*