

Dependent:

1. the lawful Spouse of an Eligible Employee or Eligible Retiree; or
2. the child of an Eligible Employee or Eligible Retiree who has not attained his or her twenty-sixth (26th) birthday; or
3. an Eligible Employee's or Eligible Retiree's Same-Sex Spouse, Domestic Partner or Civil Union Partner, as defined by your Employer's Office of Human Resources.

The term "child," as used above, includes an Eligible Employee's or Eligible Retiree's natural child, a legally adopted child (including a child in the custody of the Eligible Employee or Eligible Retiree under an interim court order of adoption, whether or not a final adoption order is ever issued), a stepchild (including the child of a same-sex spouse, domestic partner or civil union partner), a foster child, or a child for whom legal guardianship (as evidenced by a court order) has been granted, but excludes a child who is eligible for Employee coverage under this Plan.

Should an Eligible Employee or Eligible Retiree have a child covered under the Plan who reaches age 26 and if such child is then mentally or physically handicapped and incapable of earning his own living, the Plan will continue to consider such child as a Dependent beyond such age, while such child remains in such condition, subject to all of the terms of the Plan, provided the Eligible Employee or Eligible Retiree has, within thirty (30) days of the date on which the child attained such age, submitted proof of the child's incapacity, as described above.

The Plan Sponsor will have the right to require satisfactory proof of continuance of such mental or physical incapacity and the right to examine such child at any time after receiving proof of the child's incapacity. Upon failure to submit such required proof or to permit such an examination when requested by the Plan Sponsor, or when the child ceases to be so incapacitated, coverage with respect to the child will cease. This continuation of coverage will be subject to all the provisions of the "Termination of Benefits" section of this Plan except as modified herein.