



THE McCLATCHY COMPANY  
Since 1857

## Child(ren) Eligibility

Employees who want to cover their children on McClatchy's health care plans should first review the eligibility requirements listed below to determine if their children qualify for coverage.

### **Children Who Are Eligible for Benefit Coverage**

- Biological children
- Legally adopted children
- Stepchildren
- Qualified domestic partner's children
- Children for whom you are responsible for under a court order
- Foster children, including any child placed with you for adoption

### **Plan Age Limits**

- Medical Plans
  - Children are covered up to age 26\*. When the child reaches age 19 and annually thereafter, employees must complete an adult child eligibility certification verifying eligibility to continue McClatchy medical coverage.
- Dental Plans
  - Children are covered up to age 19\*
- Vision Plans
  - Children are covered up to age 19\*
- Supplemental Dependent Life Insurance
  - Children are covered up to age 21\* or up to age 25\* if a full-time student at an accredited university. Eligibility for full-time students will be determined by Aetna at the time a claim is submitted.

### **Documentation Required**

- If you add a dependent onto a McClatchy health care plan, you may be asked to submit additional documentation to substantiate your dependent's eligibility for this coverage.

\* Disabled children may be covered past the plan age limits with proper documentation.