

2018 Dependent Eligibility

Our plan allows coverage for your eligible spouse and dependent children.

It does not include coverage for:

- ▶ Domestic partners, both same- and opposite-sex
- ▶ Working spouses who have access to medical and/or dental coverage through their employer

However, spouses who are not eligible for coverage from an employer, are self-employed or have lost coverage as active employees and have been offered COBRA are eligible for medical and/or dental coverage under the A. H. Belo plans.

Documentation

All employees covering dependents must provide proof of eligibility and a Social Security number for each dependent listed as a participant in A. H. Belo Corporation's health plans.

Documents required to verify dependent eligibility will vary based on the relationship of the dependent to the employee and may include one or more of the following:

Spouse

- ▶ State-issued marriage certificate
- ▶ Federal tax return (mark out all financial information)

Child(ren)

- ▶ Birth certificate or adoption papers
- ▶ Court-ordered document of legal custody

Information not specifically pertaining to the back-up documentation process can be omitted, such as monetary values on tax returns. Remember, too, that you should only submit copies, not original documents. All documents will be maintained confidentially.

A. H. Belo realizes that providing these documents may be inconvenient, but all dependents covered in the health plans must be verified. Submit your documents to A. H. Belo Benefits via fax at 214-977-7234, scanned and sent to benefits@ahbelo.com, or through interoffice mail **within 15 days of enrolling**. Dependents who are not verified or who are found to be ineligible will be removed from health plan coverage.

Thank you for your cooperation!