



# Dependent Documentation Request – What you need to submit to Consova

See the 2020 *Associate Benefits Book* for eligibility details

Eligibility	Required Verification Documents
<p><b>Spouse</b></p> <p>Legally married spouse of associate is eligible for Walmart benefits if not legally separated.</p>	<p>A copy of marriage certificate or registration of informal marriage through county or state</p> <p><b>And</b></p> <p>A copy of page one through the signature line of your jointly filed federal tax return from the most recent tax season or both of your tax returns if you file separately. Please black out the first five digits of any Social Security numbers and any IRS Identity Protection PINs.</p>
<p><b>Domestic Partner</b></p> <p>Domestic partner or "partner" of associate is eligible for Walmart benefits if you and your domestic partner:</p> <ul style="list-style-type: none"> <li>- Are in an exclusive and committed relationship similar to marriage and have been for at least 12 months</li> <li>- Are not married to each other or anyone else</li> <li>- Meet the age for marriage in your home state and are mentally competent to consent to contract</li> <li>- Are not related in a manner that would bar a legal marriage in the state in which you live, and</li> <li>- Are not in the relationship solely for the purpose of obtaining benefits coverage.</li> </ul> <p>Alternatively, any other person to whom you are joined in a legal relationship recognized as creating some or all of the rights of marriage in the state or country in which the relationship was created is also a domestic partner.</p>	<p>A copy of domestic partner affidavit (signed by you and your partner) or Civil Union or Domestic Partner Registration</p> <p><b>And</b></p> <p>Proof of relationship as evidenced by a copy of one of the following documents:</p> <ul style="list-style-type: none"> <li>• Proof of shared residence via joint mortgage statement or rental agreement</li> <li>• Automobile title or registration showing joint ownership of vehicle</li> <li>• Joint checking, bank, or investment account statement*</li> <li>• Joint credit account statement*</li> <li>• Joint utility bill*</li> <li>• A will and/or life insurance policy which designates the other as primary beneficiary</li> </ul> <p>*These proof of relationship documents need to be dated within 60 days prior to the date of this letter. Insurance and medical-related documents will not be accepted as a proof of relationship. If joint documents are not available, individual documents from associate and partner will be accepted.</p>

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<p><b>Child</b></p> <p>A child of an associate is eligible for Walmart benefits as described here:</p> <ul style="list-style-type: none"> <li>• Your dependent child through the end of the month in which the child reaches age 26.</li> <li>• Your dependent child is any of the following: <ul style="list-style-type: none"> <li>- Your natural child</li> <li>- Your adopted child or child placed with you for adoption</li> <li>- Your stepchild or child of your eligible partner, provided however: <ul style="list-style-type: none"> <li>• Eligibility will end upon divorce or change in partner status, even if the child is under age 26.</li> <li>• Eligibility will end upon death of your spouse or partner if the child is under age 18, or</li> <li>• Eligibility will continue until age 26 in the event of the death of your spouse or partner, if at the time of death: i) the child has attained age 18, and ii) the child is enrolled in the Plan.</li> </ul> </li> <li>- Your foster child</li> <li>- Someone for whom you have legal custody or legal guardianship, provided he or she is living as a member of your household and you provide more than half of his or her support.</li> </ul> </li> </ul>	<p>A copy of the following documents (varies by the relationship of the child to the associate):</p> <ul style="list-style-type: none"> <li>• Natural child or legally adopted child: State or county-issued birth certificate showing associate’s name or signed court order. If birth certificate lists associate’s maiden name, please provide marriage certificate.</li> <li>• Stepchild: State or county-issued birth certificate showing parents’ names, copy of your marriage certificate, and a copy of page one through the signature line of your jointly filed federal tax return from the most recent tax season or both of your tax returns if you file separately. Please black out the first five digits of any Social Security numbers and any IRS Identity Protection PINs.</li> <li>• Child of your domestic partner/partner: State or county-issued birth certificate and proof of established Domestic Partnership/Partnership.</li> <li>• Foster child: Signed letter from social service agent confirming child has been placed under your care and a copy of page one through the signature line of your federal tax return from the most recent tax season claiming the child as a dependent. Please black out the first five digits of any Social Security numbers and any IRS Identity Protection PINs.</li> <li>• Child whom you have legal guardianship: Signed court order and a copy of page one through the signature line of your federal tax return from the most recent tax season claiming the child as a dependent. Please black out the first five digits of any Social Security numbers and any IRS Identity Protection PINs.</li> </ul>