

## Who You Can Cover Under Your Disney Benefits

### Spouse

Your eligible spouse is someone to whom you are legally married (unless you are legally separated by court order), including a same-sex marriage or common-law marriage where permitted. Anyone in a same-sex civil union is not eligible for coverage under the Plan as a legal spouse, but may be eligible to be covered as a domestic partner.

### Domestic Partner

An opposite-sex or same-sex domestic partner must:

- Be at least 18 years old and competent to enter a contract;
- Have been in a committed relationship with you for the past 12 months, which you both intend to be permanent (the minimum 12-month period is waived if you and your domestic partner are recognized as being registered partners in civil union or similar legal status under applicable federal or state law);
- Live with you in a mutual residence;
- Be unrelated to you by blood or marriage;
- Not be married to anyone else and not in another domestic partnership, civil union or similar relationship with another person; and
- Be financially interdependent with you: each of you is responsible for the expenses and financial obligations of the other.

The employee designating the domestic partner must:

- Be at least 18 years old;
- Not be legally married to anyone else or in another domestic partnership, civil union or similar relationship with another person; and
- Confirm that his or her domestic partner meets all of the domestic partner eligibility rules.

**Please note that you pay taxes on imputed income** (subject to state regulations) for the medical, dental, vision and/or certain dependent life insurance coverage you choose for your domestic partner and his or her children. If you and your domestic partner are both employed by Disney, you may wish to enroll separately.

### Children

Children up to the age 26, married or unmarried, who are your:

- Natural children
- Legally adopted children (for whom you have physical custody)
- Stepchildren
- Children for whom you are a foster parent or have a court appointed guardianship
- Domestic partner's children

Children of any age who became physically or mentally disabled before age 26 and were eligible to be covered under a Disney plan before reaching the age limits for coverage.

Children are considered eligible until the end of the month in which they reach age 26.

### Verifying Dependents

It is your responsibility to provide accurate, complete, and up-to-date information about the dependent you wish to be considered for eligibility. The Company periodically audits plan enrollments to make sure only eligible dependents are covered. Disney reserves the right to request documentation for any or all covered dependents.