

Veolia Acceptable Forms of Documentation For Dependent Verification/Substantiation

Dependent to be Substantiated	Documentation
<p>Employee’s Spouse</p>	<p>At least one of the following:</p> <ul style="list-style-type: none"> ✓ Copy of certified marriage certificate (depending on the state, county, town issued). <ul style="list-style-type: none"> • Display stamp or seal of the county, registrar, deputy or legislative body. • Must be signed by County or display license number. • Must display State/County official registration. • Cannot be a religious document from the church or signed by a religious representative. ✓ Copy of most recent Federal Tax Return Form 1040 (first page, with blacked out financials). <ul style="list-style-type: none"> • Cannot submit tax transmittal sheets or checklists/worksheets from tax preparation. • Must state that employee is “married filing jointly” and list Spouse’s name OR that employee is “married filing separately,” list Spouse’s name and both employee and spouse tax returns must be submitted ✓ For non-U.S. marriages, copy of both the original and translated marriage license/certificate.
<p>Employee’s Same Gender Domestic Partner, Civil Union or Common Law Spouse</p>	<ul style="list-style-type: none"> ✓ Affidavit of Same Gender Domestic Partnership/Civil Union Partnership/Common Law Spouse ✓ Copy of proof of common law marriage (state specific) or proof requested in Affidavit of Common Law Marriage.

<p>Employee’s Dependent Child or Step-Child, child of same gender domestic partner.</p>	<p>At least one of the following:</p> <ul style="list-style-type: none"> ✓ Copy of the dependent’s birth certificate (state/county issued); <ul style="list-style-type: none"> • Must list parent(s) names ✓ If child is under two months old: hospital issued (i.e., certificate of live birth)). <ul style="list-style-type: none"> • Must list parent(s) names ✓ Copy of most recent Tax Return Form 1040 (first page, with blacked out financials). ✓ For non-U.S. births, copy of both the original and the translated birth certificate ✓ Paternity/DNA tests ✓ And, in the case of a step-child, if your spouse is not currently enrolled in the Company’s healthcare plan: Provide a copy of certified marriage license or certificate (depending on the state or county issued) certifying marriage to step-child’s birth parent ✓ Copy of domestic partner registration, or civil union registration, or proof requested in Affidavit of Domestic Partnership and birth certificate.
<p>Dependent to be Substantiated</p>	<p>Documentation</p>
<p>Employee’s Adopted dependent Child, Foster Child, Legal guardianship</p>	<p>At least one of the following:</p> <ul style="list-style-type: none"> ✓ Copy of the dependent’s state/county issued birth certificate (state/county issued; hospital issued (i.e., certificate of live birth)) and legal adoption documents from applicable court or government agency. <ul style="list-style-type: none"> • Must list parent(s) names ✓ Legal Guardianship paperwork signed by the court ✓ For non-U.S. documents, copy of the original birth certificate and copy of the translated birth certificate
<p>Child Placed with the Employee for Intent of Adoption</p>	<ul style="list-style-type: none"> ✓ The court order or that granted the employee custody of the child.
<p>An Alternate Recipient who is Covered under a Qualified Medical Child Support Order (QMCSO)</p>	<ul style="list-style-type: none"> ✓ Copy of the QMCSO that requires that the employee provide coverage.
<p>An Employee’s Disabled Dependent who is Incapable of Self-Sustaining Employment</p>	<ul style="list-style-type: none"> ✓ Copy of the dependent’s state/county issued birth certificate. <ul style="list-style-type: none"> • Must list parent(s) names ✓ Proof of dependent’s disabled status provided by licensed medical professional. ✓ Must be considered a dependent for tax purposes.