



## Dependent Eligibility Verification Requirements

As part of Bloomin' Brand's ongoing efforts to monitor cost and affordability of our benefit plans, we want to ensure that only eligible dependents are enrolled in these programs. Covering people who are not eligible dependents increases our cost for health coverage, which is directly reflected in the premiums deducted from your paycheck.

**If you have enrolled a dependent in the Bloomin' Brands healthcare plan(s), you will be asked to provide documentation to prove eligibility.**

A request for documentation will be sent to you at your address of record by Consova, a Benefit Cost Containment firm. Consova is focused on making this necessary process as easy as possible for you; but please understand that if there is not a response from you, this could result in the termination of coverage for your dependent(s). Please be assured and understand that any/all information you provide to Consova is kept secure and confidential, at ALL times.

Upon receipt of information from Consova, you will need to review your list of dependents to ensure that they meet the eligibility requirements and then follow the instructions provided to submit the required documents for dependent eligibility verification.

**If you are not able to locate the document(s) that will be necessary to prove eligibility,** you may go to the U.S. Department of Health and Human Services web site at [www.cdc.gov/nchs/howto/w2w/w2welcom.htm](http://www.cdc.gov/nchs/howto/w2w/w2welcom.htm) to search the state or area where the marriage or birth occurred. You may also use VitalCheck at [www.vitalcheck.com](http://www.vitalcheck.com). *Please note you may be charged a fee for these services.*

You may access many FAQ'S at the following website:  
<http://www.consova.com/MAGWWW.Consova.com/BloominBrands>

***Please direct all questions regarding the Dependent Eligibility Verification to Consova using the contact information provided in the upcoming mailing.***

Required Verification Documents	
<b>Spouse</b>  Your legally married spouse  <i>(legally separated or divorced spouses are not eligible for coverage)</i>	A <b>copy</b> of marriage certificate  <b>AND</b>  A <b>copy</b> of page one through the signature line of your Jointly filed Federal Tax return from the most recent IRS Tax year 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 PIN's.
A <b>copy</b> of the following documents - Varies by the relationship of the child to the Employee	
<b>Child under the age of 26</b>  <ul style="list-style-type: none"> <li>▪ Your natural child, legally adopted child, or child in the process of being adopted;</li> <li>▪ Stepchild;</li> <li>▪ A child whom you have legal guardianship of;</li> <li>▪ A child who is the subject of a Qualified Medical Child Support Order (QMCSO) issued to you.</li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>Natural child or legally adopted child:</b> State or county issued birth certificate showing employee's name or signed court order. If birth certificate lists employee's maiden name, please provide marriage certificate.</li> <li>▪ <b>Stepchild:</b> State or county issued birth certificate showing parents' names, copy of your marriage certificate, and a copy of page one through the claimed dependents section of your jointly filed federal tax return (form 1040) or both of your tax returns if you file separately, from the most recent tax season. Please black out the first five digits of any Social Security Numbers.</li> <li>▪ <b>Child whom you have legal guardianship:</b> Signed Court Order and a copy of page one through the claimed dependents section of your filed federal tax return (form 1040) from the most recent tax season claiming the child as a dependent. Please black out the first five digits of any Social Security numbers.</li> <li>▪ Child who is the subject of a Qualified Medical Child Support Order: Signed court order.</li> </ul> <p>Please note: For unmarried disabled children aged 26 or over, in addition to the birth certificate, we will also need a <b>copy</b> of your federal tax return from the most recent tax season claiming the child (front page only).</p>