



*guide to health care*

---

**dependent  
eligibility**

---

## CHILDREN

Children of a retiree or surviving spouse are generally eligible for dependent health care coverage if **ALL** of the following **FIVE** eligibility rules are met:

### ✓ 1. Relationship

"Children" includes the retiree's or surviving spouse's:

- Natural child
- Stepchild
- Legally adopted child
- Child placed for legal adoption under age 18
- Child by legal guardianship

### ✓ 2. Age

Children are generally eligible until the end of the year they reach age 25 if they earn under the IRS exemption amount during the calendar year (\$3,650 during the 2009 calendar year).

This earning limitation does not apply if the child is under age 19,  
**or**

is a full-time student under the age of 24 (see "Full-Time Students Defined" section for eligibility requirements).

Dependents 19-25 years of age do not have to be full-time students; however, if they are not full-time students, they lose eligibility when their earnings reach the IRS exemption amount during the calendar year (\$3,650 during the 2009 calendar year).

There is no age restriction for totally and permanently disabled children that are determined by the Company to be totally and permanently disabled prior to age 25.\*

### ✓ 3. Marital Status

Children must be unmarried.

### ✓ 4. Residency

Children must live with the retiree or surviving spouse as a member of the household,

**or**  
the primary enrollee must be legally responsible for providing health coverage for the child through a divorce decree, court order, or Qualified Medical Child Support Order (QMCSO).

Full-time students are considered to be living with the retiree or surviving spouse while they are away at school.

### ✓ 5. Dependency

Children may be legally claimed as an exemption by the retiree, spouse or surviving spouse under Section 151 of the Internal Revenue Code for Federal income tax purposes,

**or**  
the primary enrollee must be legally responsible for providing health coverage for the child through a divorce decree, court order, or Qualified Medical Child Support Order (QMCSO).

## PRINCIPALLY SUPPORTED CHILDREN

Principally supported children of a retiree or surviving spouse are generally eligible for dependent health care coverage if **ALL** of the following **FIVE** eligibility rules are met:

### ✓ 1. Relationship

"Principally Supported Children" are: Children related by blood or marriage to the primary enrollee (for example, grandchildren).

### ✓ 2. Age

Children are generally eligible until the end of the year they reach age 25 if they earn under the IRS exemption amount during the calendar year (\$3,650 during the 2009 calendar year).

This earning limitation does not apply if the child is under age 19,  
**or**

is a full-time student (see "Full-Time Students Defined" section).

Dependents 19-25 years of age do not have to be full-time students; however, if they are not full-time students, they lose eligibility when their earnings reach the IRS exemption amount during the calendar year (\$3,650 during the 2009 calendar year).

There is no age restriction for totally and permanently disabled dependents.\*

### ✓ 3. Marital Status

Children must be unmarried.

### ✓ 4. Residency

Children must live with the retiree or surviving spouse as a member of the household.

Full-time students are considered to be living with the retiree or surviving spouse while they are away at school.

### ✓ 5. Dependency

Children who were reported as dependents on the retiree's or surviving spouse's most recent income tax return, or who qualify in the current tax year for dependency tax status.

\*A dependent is determined to be totally and permanently disabled if they have a medically determinable physical or mental condition which prevents them from engaging in substantial gainful activity and which can be expected to result in death or be of long-continued or indefinite duration. The dependent must be disabled prior to the end of the calendar year in which they turn age 25.

A child shall not be deemed to be "totally and permanently disabled" if he or she is engaged in regular employment or occupation for remuneration or profit which exceeds \$10,000 annually.

## FULL-TIME STUDENTS DEFINED\*:

Under Section 151 of the Internal Revenue Code, a full-time student is a child who is enrolled for the number of hours or courses the school considers to be full-time attendance. Schools include elementary schools; junior and senior high schools; colleges; universities; and technical, trade, and mechanical schools.

Dependents 19-25 years of age do not have to be full-time students; however, if they are not full-time students, they lose eligibility when their earnings reach the IRS exemption amount during the calendar year (\$3,650 during the 2009 calendar year).

A full-time student diagnosed with an illness or injury that prohibits the student from attending school full-time may remain eligible for coverage for up to one year when a doctor's letter is provided within 60 days of the illness or injury.

Students must also meet **ALL** of the **FIVE** eligibility rules below:

### ✓ 1. Relationship

"Full-Time Students" includes the retiree's or surviving spouse's:

- Natural child
- Stepchild
- Child by legal adoption
- Child by legal guardianship
- Principally supported child

### ✓ 2. Age

- Full-time students are eligible between the ages of 19 and the year they reach age 23 with no income restrictions.
- Full-time students are no longer eligible in the year they reach age 24 once their income exceeds the IRS exemption amount during the calendar year (\$3,650 during the 2009 calendar year).

### ✓ 3. Marital Status

Children must be unmarried.

### ✓ 4. Residency

Children must live with the retiree or surviving spouse as a member of the household,

**or**  
the primary enrollee must be legally responsible for providing health coverage for the child through a divorce decree, court order, or Qualified Medical Child Support Order (QMCSO).

Full-time students are considered to be living with the retiree or surviving spouse while they are away at school.

### ✓ 5. Dependency

Children may be legally claimed as an exemption by the retiree or surviving spouse under Section 151 of the Internal Revenue Code for Federal income tax purposes,

**or**  
the primary enrollee must be legally responsible for providing health coverage for the child through a divorce decree, court order, or Qualified Medical Child Support Order (QMCSO).

\*Dependents who reach the age of 25 during the calendar year 2009 will be removed 12/31/09.



The Company requires a Social Security number for each dependent covered under the health care plans. If the dependent has not been assigned a Social Security number, it must be provided within six months or the dependent will be removed from coverage.

# Dependent Eligibility Rules

## Who is NOT ELIGIBLE for health care coverage?

- A former spouse is **not eligible** after the final date of divorce.
- A child is **not eligible** as a court ordered or Qualified Medical Child Support Order (QMCSO) dependent once you no longer have a legal obligation to provide health care coverage through a court order, divorce decree or QMCSO. See dependent eligibility rules on the previous pages.
- A child is **not eligible** when on active duty in the military.
- A child is **not eligible** if married.
- An employee, retiree, surviving spouse, or a dependent of a Ford employee is **not eligible** if covered under another Ford employee, retiree, or surviving spouse's coverage.
- A child born to a surviving spouse after the employee's or retiree's death is **not eligible**, unless the child was conceived prior to the death of the employee or retiree.
- A surviving spouse's new spouse is **not eligible**.
- A "sponsored dependent" of a surviving spouse is **not eligible**, unless the dependent was enrolled at the time of the employee's or retiree's death and the surviving spouse is eligible and enrolled for coverage.
- A "principally supported" child of a surviving spouse is **not eligible**, unless the child was enrolled or eligible to be enrolled by the deceased employee or retiree as of the date of death.



## Who IS ELIGIBLE for health care coverage?

### SPOUSES

- Your spouse **is eligible** if you are an eligible retiree and enrolled for coverage.
- Your common-law spouse **is eligible** for coverage if you are an eligible retiree and the relationship is recognized by the laws of the state in which you are enrolled for coverage, provided you meet the requirements for documentation of the status as may be necessary and required by the Company. Common-law states include: Alabama, Colorado, District of Columbia, Florida (before 1/1/68), Georgia (before 1/1/97), Idaho, Indiana (before 1/1/58), Iowa, Kansas, Michigan (before 1/1/57), Mississippi (before 4/5/56), Montana, Ohio (before 10/11/91), Oklahoma, Pennsylvania, Rhode Island, South Carolina, Texas, and Utah.
- Your same-sex domestic partner is eligible for coverage if your partner was enrolled at the time you retired.

### CHILDREN

See dependent eligibility rules on the previous pages.

### SPONSORED DEPENDENTS

Sponsored dependents are persons other than your spouse or eligible dependent children. A sponsored dependent is a person who is either related by blood or marriage or who lives in your home. You must provide more than one-half of their support as defined by the Internal Revenue Code, and they must qualify in the current year for tax dependency status or you must have claimed the sponsored dependent as an exemption for Federal income tax purposes on your most recent tax return. A sponsored dependent must be a resident of the United States for at least one full year prior to being enrolled for coverage and legally entitled to remain in the United States indefinitely before becoming eligible for coverage.

**The cost of sponsored dependent coverage is paid by the retiree or surviving spouse and does not include dental or vision coverage.**

**Examples** of potential sponsored dependents are:

- A child who no longer qualifies as a dependent because of age
- Your parents, if claimed as an exemption on your Federal income tax return