

ELIGIBLE DEPENDENTS

If you enroll in coverage for yourself, you may also enroll your eligible dependents in benefits as outlined in the chart below. Note that the chart also lists certain exclusions.

Type of Dependent(s)	Eligible for Coverage	Not Eligible for Coverage
Your legally married spouse in any jurisdiction, regardless of gender or state of residence	X	
Your dependent children — including biological children, stepchildren, foster children, legally adopted children, children legally placed for adoption and/or children under permanent legal guardianship — if they are one of the following: <ul style="list-style-type: none"> • under the age of 26, regardless of marital¹, student or employment status, • your mentally or physically disabled children² age 26 or older who were covered under the plan before they reached the applicable age limits (newly hired employees with incapacitated or disabled children beyond the applicable age may be enrolled for coverage if they had prior medical coverage. You will need to contact the Chevron Phillips Benefits Service Center at 1-800-446-1422 and press option "1"), or • for purposes of the health care plans, a child² who is the subject of a valid Qualified Medical Child Support Order, as determined by the plan administrator 	X	
A dependent who is on active military duty		X
A dependent already covered as an employee of the Company		X
Your spouse who is a common-law spouse or domestic partner, even if such relationship is recognized in the state in which he/she resides ³		X

¹ For supplemental child life insurance, the dependent child must be unmarried to be considered an eligible dependent.

² The definition of children includes biological children, stepchildren, foster children, legally adopted children, children legally placed for adoption and/or children under permanent legal guardianship.

³ Common-law spouses covered under the ConocoPhillips plan and domestic partners covered under the Chevron Texaco plan as of December 31, 2000, who became participants in the plans described in the Employee Benefits Handbook on January 1, 2001, are considered dependents. Anyone grandfathered under this plan provision who later loses coverage cannot reenter these plans.