



Who's Eligible

Eligibility to participate in benefits depends on your employment status and/or hours worked and, in some cases, your job level, years of service and age. The [benefits eligibility chart \(/eligibility-enrolling/whos-eligible/#EligibilityChart\)](#) shows coverage eligibility for each benefit plan.

RESOURCES:

- **Work Status Changes:** Learn more about [your eligibility for benefits \(/eligibility-enrolling/new-hire-or-newly-eligible/\)](#).
- **Hourly Team Members:** See the [Employer Shared Responsibility \(/health-wellness-insurance/health-care-reform/employer-shared-responsibility/\)](#) section for important details on your benefits eligibility.
- **Newly Eligible Due to a Qualifying Life Event (QLE):** Click [here \(/work-changes-and-life-events/qualifying-life-events-qle/\)](#).

Dependent Eligibility

Your dependents may also be eligible for medical, dental, vision and other coverage offered by Toys“R”Us. Eligible dependents include:

- Your spouse*†
- Your domestic partner*
 - [Affidavit of domestic partnership \(/media/1676/tru-dp-aff-10.pdf\)](#)
 - [Tax implications](#) for domestic partner health care coverage
- Your child or your spouse/domestic partner’s child of any age who is solely dependent on you for support due to a mental or physical disability.
 - Includes children not living with you but for whom the Company has received a Qualified Medical Child Support Order (QMSCO).
 - To extend coverage for a disabled child, you must provide written proof of the disability to the Claims Administrator within 31 days of the child’s 26th birthday and when requested thereafter.
- Other eligible children up to age 26, as shown in the chart below.

When adding a dependent to coverage, you must provide:

- [Proof of dependent eligibility \(/eligibility-enrolling/2017-2018-enrollment-information/covering-dependents/\)](#)
- The dependent’s Social Security Number
- Failure to provide this information will result in coverage cancellation for that dependent.

Dependent Verification Details

CLICK [HERE \(/eligibility-enrolling/2017-2018-enrollment-information/covering-dependents/\)](#) TO VIEW DEPENDENT DOCUMENTATION DETAILS.

PLAN	WHO'S ELIGIBLE
Medical & Prescription Drug	You and your spouse’s biological child, legally adopted child or eligible foster child up to age 26 or your domestic partner’s child up to age 26. The adult child up to age 26 is not required to be a full-time student, financially dependent on you or live with you to be eligible for coverage. The child may be married; however, his/her spouse and children are not eligible for coverage.
Dental, Vision, & Child Life	You, your spouse’s or your domestic partner’s unmarried dependents up to age 23. The child doesn't have to be a full-time student or be financially dependent on you to be eligible for coverage.

See the [Eligibility and Enrollment SPD \(/contacts-tools-resources/spdlegal-notices/\)](#) and [Summary of Material Modifications \(SMM\) \(/contacts-tools-resources/spdlegal-notices/#SMM\)](#) for detailed eligibility requirement info.

Benefits Eligibility Chart

YOU ARE ELIGIBLE FOR:	IF YOU ARE:
<ul style="list-style-type: none"> • Medical (incl. Prescription Drug) • Dental • Vision • Limited-Purpose Flexible Spending Account & Dependent Care Flexible Spending Account (FSAs) • Health Savings Account (HSA) • Basic & Supplemental Life and AD&D Insurance • Travel Assistance • Spouse & Child Life Insurance • Teladoc • Minute Clinic • Aetna Supplemental Benefits • Wellness Rebate Program • Hyatt Legal Plan • Home/Auto/Pet Insurance • ID Theft Protection • Purchasing Power • Tobacco Cessation Program 	<ul style="list-style-type: none"> • A regular management team member with at least 30 days of service • An hourly team member with 30 days of service who's worked an avg. of 30+ hours per week over a predetermined 12 month period under Employer Shared Responsibility guidelines (/health-wellness-insurance/health-care-reform/employer-shared-responsibility/). <p>Note: Puerto Rico team members are not eligible for the Limited-Purpose or Dependent Care Flexible Spending Accounts.</p>
<ul style="list-style-type: none"> • Employee Assistance Program (EAP) • PerkSpot • Baby Birth Program 	<ul style="list-style-type: none"> • A management or full-time hourly team member • A part-time hourly team member.
Basic Long-Term Disability (LTD)	<ul style="list-style-type: none"> • A management team member with at least 30 days of service • A full-time hourly team member with at least 30 days of service in a Level IV 3+ position at the GRC.
Supplemental Long-Term Disability	<ul style="list-style-type: none"> • A management team member with at least 30 days of service • A full-time hourly team member with at least 30 days of service in a Level IV 3+ position at the GRC. • Your annual base salary plus target bonus is more than \$200,000
401(k) Plan	An active team member age 21 or older with 6 months of service.
Profit Sharing Account	A team member age 21 or older with one year of service. To receive a Profit Sharing contribution, you must be actively at work on the last day of the Plan year (/contacts-tools-resources/benefits-glossary/p/plan-year/) for which the Profit Sharing contribution, if any, is made.
Adoption Assistance Plan	<ul style="list-style-type: none"> • Benefits eligible • A part-time hourly team member with five or more years of service based on your Earned Hours Adjusted Service Date (/contacts-tools-resources/benefits-glossary/e/earned-hours-adjusted-service-date-ehasd/).

See the [Eligibility and Enrollment SPD \(/contacts-tools-resources/spdlegal-notice/\)](#) for complete details about eligibility requirements for you and your dependents.

* A \$25/week (\$1,300/year) surcharge is applied for spouses/domestic partners who have medical coverage available through their employer, but choose coverage through Toys"R"Us. Failure to truthfully certify your spouse's/domestic partner's employment or coverage status could result in disciplinary action, up to and including termination. The surcharge does not apply if:

- You do not enroll your spouse/domestic partner in Toys"R"Us medical coverage;
- Your spouse/domestic partner is not employed;
- Your spouse/domestic partner is not eligible for medical coverage from his/her employer.

† A 2013 Supreme Court ruling called the Defense of Marriage Act (DOMA) unlawful. Same-sex married couples are entitled to and will receive pre-tax health benefits. If you live in a state that doesn't recognize same-sex marriage, the coverage will still be considered [imputed income \(/eligibility-enrollment/2017-2018-enrollment-information/cost-for-coverage/domestic-partner-tax-implications/\)](#) for state tax purposes only. This option is not available for opposite-sex domestic partners.

Covering a Domestic Partner under your plan?

[Tax Implications for Domestic Partner Health Coverage](#)

The information on this site does not supersede plan documents. If any information on this site conflicts, the plan documents will control in all cases.

