



Dependent Coverage – Domestic Partners

The Subscriber and Domestic Partner may be of the same sex or the opposite sex as long as the Domestic Partnership satisfies the following requirements:

- A. The Subscriber and Domestic Partner are not parties to a legally recognized marriage either to each other or to anyone else.
- B. The Subscriber and Domestic Partner share no blood or familial relationship that would bar marriage under the laws of the state in which the couple resides, and neither the Subscriber nor the Domestic Partner is a member of another Domestic Partnership or substantially similar relationship.
- C. The Subscriber and Domestic Partner share a close, committed and exclusive personal relationship that is meant to be of lasting duration.
- D. Both the Subscriber and the Domestic Partner are over the age of 18.
- E. The Subscriber and Domestic Partner have shared a common legal residence continuously for at least (6) months and have submitted documentary evidence of such cohabitation that is satisfactory to the Group.
- F. The Subscriber and/or Domestic Partner have not been a member of another Domestic membership or substantially similar relationship within the past (12) months.
- G. The Subscriber and Domestic Partner have obtained a Domestic Partnership Certificate from any municipality of the United States offering the ability to register a domestic partnership, and have not obtained dissolution of the domestic partnership; or the Subscriber and Domestic Partner prove financial interdependence by submitting documentary evidence in the form of any three (3) of the following:
 - Joint ownership of a residence
 - At least two of the following:
 - Common ownership of an automobile
 - Joint bank account
 - A will which designates the other as primary beneficiary
 - A will and/or insurance policies which designates the other as primary beneficiary

Termination of Domestic Partnership

The undersigned associate shall inform the Employer of any termination of the Domestic Partnership within (30) days.

The IRS does not recognize domestic partners to be qualified dependents; therefore, employees are required to pay income taxes on the value of the benefits their domestic partner receives, unless a domestic partner meets the eligibility criteria for tax dependent status under **IRS Code § 152**. Employees who seek to enroll their domestic partner in the benefits plan should consult a tax advisor concerning the tax consequences of obtaining such benefits.

The undersigned person acknowledges that upon that termination of their domestic partnership, health plan coverage of the domestic partner, who is not an employee of the Employer, as well as any dependents of such domestic partner, shall terminate in accordance with the terms of the Policy.

Date: _____

By: _____
(Signature of Subscriber)

Please print name

Date: _____

By: _____
(Signature of Domestic Partner of subscriber)

Please print name

SUBSCRIBED AND SWORN TO ME

This _____

day of _____, _____.

Notary Public