

Benefits At-A-Glance — Domestic Partners

Plans	Description
Medical	<ul style="list-style-type: none"> ▪ Qualified domestic partner and his or her eligible dependent children can enroll when employee is newly benefits eligible, during Annual Enrollment or due to a qualifying event. ▪ Available Plans: <ul style="list-style-type: none"> ○ PPO Plan ○ Kaiser Permanente HMO - <i>where offered & permitted by state law</i> ○ Definity Health ▪ Completion of a Domestic Partner Affidavit required.
Continuation Coverage	<ul style="list-style-type: none"> ▪ Allows domestic partner and his or her children to continue their medical and/or dental and/or vision benefits after coverage has terminated due to a qualifying event.
Dental	<ul style="list-style-type: none"> ▪ Qualified domestic partner and his or her eligible dependent children can enroll when employee is newly benefits eligible, during Annual Enrollment or due to a qualifying event. ▪ Dental coverage for preventive care and restorative services. ▪ Higher reimbursement for dental benefits is available if services are obtained through a participating MetLife dentist. ▪ Completion of a Domestic Partner Affidavit required.
Vision	<ul style="list-style-type: none"> ▪ Qualified domestic partner and his or her eligible dependent children can enroll when employee is newly benefits eligible, during Annual Enrollment or due to a qualifying event. ▪ Offers discounts on eye exams, prescription eyewear and Lasik surgery through EyeMed Vision Care. ▪ Completion of a Domestic Partner Affidavit required.
Group Term Life Insurance	<ul style="list-style-type: none"> ▪ Qualified domestic partner can be enrolled when employee is newly benefits eligible, during Annual Enrollment or due to a qualifying event. ▪ Death benefit. ▪ Domestic partner coverage is 50% of employee's coverage (1-4 times employee's salary), to a maximum of \$100,000. ▪ Completion of a Domestic Partner Affidavit required.
Voluntary Accidental Death and Dismemberment – AD&D	<ul style="list-style-type: none"> ▪ Qualified domestic partner and his or her eligible dependent children can enroll when employee is newly benefits eligible, during Annual Enrollment or due to a qualifying event. ▪ Group Term Life insurance must be elected for yourself in order to elect Voluntary AD&D ▪ Monetary benefit if participant loses eyesight, speech, hearing, limb(s) or use of limb(s) due to permanent paralysis as a result of an accident. ▪ Completion of a Domestic Partner Affidavit required.
Bereavement Leave	<ul style="list-style-type: none"> ▪ Up to three (3) days of paid bereavement leave are available for an employee after the death of his/her domestic partner, domestic partner's parent or a domestic partner's child.

These benefits are provided on a company-wide basis. Employees subject to a collective bargaining agreement are not entitled to receive these benefits unless specifically provided for in the collective bargaining agreement. The benefits, terms and conditions described above are not subject to change without the approval of the Benefits Department.

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<i>Sick Leave</i>	<ul style="list-style-type: none"> Sick leave may be taken to care for a domestic partner, dependent child of a domestic partner, and parents and grandparents of a domestic partner.
<i>FMLA-Like Leave</i>	<ul style="list-style-type: none"> Allows eligible employees to take up to 12 weeks of unpaid job-protected leave to care for a seriously ill domestic partner or domestic partner's child. Completion of a Leave of Absence Request required.
<i>Credit Unions</i>	<ul style="list-style-type: none"> Membership is open to new, current, and retired employees and family members (including domestic partners) of Sodexo. Eligible to join from the first day of employment. Credit Unions offer a variety of services including checking accounts, savings accounts, loans and more.
<i>LifeWorks</i>	<ul style="list-style-type: none"> Sodexo offers LifeWorks to all full-time, non-temporary frontline and salaried employees and their families, including domestic partners and their children. LifeWorks provides information, education, and support for personal and work-related concerns such as child care, elder care, parenting, legal and budgeting issues.
<i>Employee Discount Program</i>	<ul style="list-style-type: none"> Available to family members including domestic partners and their children. Available from first day of employment. Free employee discount program for lodging, travel, entertainment, shopping and more.

Establishing Domestic Partner Status

To qualify for domestic partner status, the employee and partner must meet all of the following criteria:

- Declare they are each other's sole domestic partner and have a committed relationship that is intended to be of indefinite duration
- Not be legally married to anyone else
- Be at least 18 years old
- Not be related by blood to a degree of closeness that would prohibit legal marriage in the state in which they legally reside
- Reside together in the same residence and intend to do so indefinitely
- Be jointly responsible for each other's common welfare and share financial obligations

Sodexo recognizes domestic partners of same sex and opposite sex in all 50 states.