



## Benefits At-A-Glance — Domestic Partners

Plans	Description
<b><i>Medical</i></b>	<ul style="list-style-type: none"> <li>▪ Qualified domestic partner and his/her eligible dependent children can enroll when employee is newly benefits eligible, during Annual Enrollment, or due to a qualifying event.</li> <li>▪ Available Plans:               <ul style="list-style-type: none"> <li>○ PPO Plan, including 3 buy-up options</li> <li>○ HMO</li> <li>○ Basic Net</li> <li>○ Definity Health</li> </ul> </li> <li>▪ Completion of a Domestic Partner Affidavit required.</li> </ul>
<b><i>Dental</i></b>	<ul style="list-style-type: none"> <li>▪ Qualified domestic partner and his/her eligible dependent children can enroll when employee is newly benefits eligible, during Annual Enrollment, or due to a qualifying event.</li> <li>▪ Dental coverage for preventive care and restorative services.</li> <li>▪ Higher reimbursement for dental benefits is available if services are obtained through a participating dentist.</li> <li>▪ Completion of a Domestic Partner Affidavit required.</li> </ul>
<b><i>Vision</i></b>	<ul style="list-style-type: none"> <li>▪ Qualified domestic partner and his/her eligible dependent children can enroll when employee is newly benefits eligible, during Annual Enrollment, or due to a qualifying event.</li> <li>▪ Offers discounts on eye exams, prescription eyewear, and Lasik surgery through Cole Vision, Inc.</li> <li>▪ Completion of a Domestic Partner Affidavit required.</li> </ul>
<b><i>Continuation Coverage</i></b>	<ul style="list-style-type: none"> <li>▪ Allows domestic partner and his/her children to continue their medical, dental, and/or vision benefits after coverage has terminated due to a qualifying event.</li> </ul>
<b><i>Group Term Life Insurance (GTL)</i></b>	<ul style="list-style-type: none"> <li>▪ Qualified domestic partner can be enrolled when employee is newly benefits eligible, during Annual Enrollment, or due to a qualifying event.</li> <li>▪ Death benefit.</li> <li>▪ Domestic partner coverage is 50% of employee's coverage (1-4 times employee's salary), to a maximum of \$100,000.</li> <li>▪ Completion of a Domestic Partner Affidavit required.</li> </ul>
<b><i>Accidental Death and Dismemberment (AD&amp;D)</i></b>	<ul style="list-style-type: none"> <li>▪ Qualified domestic partner and his/her eligible dependent children can enroll when employee is newly benefits eligible, during Annual Enrollment, or due to a qualifying event.</li> <li>▪ 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.</li> <li>▪ Completion of a Domestic Partner Affidavit required.</li> </ul>

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. Employees in the state of Hawaii are not eligible for most standard company medical and dental plans but may be eligible for state-specific medical and dental plans. The benefits, terms, and conditions described above are not subject to change without the approval of the Corporate Benefits Department.



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<b><i>Funeral Leave</i></b>	<ul style="list-style-type: none"> <li>▪ Up to three (3) days of paid funeral leave are available for an employee after the death of his/her domestic partner, domestic partner's parent, or domestic partner's child.</li> </ul>
<b><i>Sick Leave</i></b>	<ul style="list-style-type: none"> <li>▪ Sick leave may be taken to care for a domestic partner's ill dependent child.</li> </ul>
<b><i>FMLA-Like Leave</i></b>	<ul style="list-style-type: none"> <li>▪ Allows eligible employees to take up to 12 weeks of unpaid job-and benefit-protected leave to care for a seriously ill domestic partner or domestic partner's child.</li> <li>▪ Completion of a Leave of Absence Request Packet required.</li> </ul>
<b><i>Credit Union</i></b>	<ul style="list-style-type: none"> <li>▪ Membership is open to new, current, and retired employees and family members (including domestic partners) of Sodexo.</li> <li>▪ Eligible to join from the first day of employment.</li> <li>▪ MEFCU offers a variety of services including checking accounts, savings accounts, loans, and more.</li> </ul>
<b><i>Employee Assistance Program (EAP)</i></b>	<ul style="list-style-type: none"> <li>▪ Sodexo offers an EAP to salaried employees and their families, including domestic partners and their children.</li> <li>▪ Available from first day of employment.</li> <li>▪ The EAP offers voluntary professional counseling services covering a wide range of personal and work-related problems.</li> </ul>
<b><i>SAVE Employee Discount Program</i></b>	<ul style="list-style-type: none"> <li>▪ Available to family members, including employee's domestic partner and domestic partner's children.</li> <li>▪ Available from first day of employment.</li> <li>▪ Free employee discount program for lodging, travel, entertainment, shopping, and more.</li> </ul>

### ***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 at least 6 months in duration and is intended to be of indefinite duration.
- They must not be legally married to anyone else.
- They must each be at least 18 years old.
- They must not be related by blood to a degree of closeness that would prohibit legal marriage in the state in which they legally reside.
- They must reside together in the same residence and intend to do so indefinitely.
- They must 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.

*For more information on domestic partner benefits, please contact Dexter at 1-877-6DEXTER (1-877-633-9837). Domestic partner affidavit forms and summary plan descriptions are available through Dexter.*