



OPTIONAL DOMESTIC PARTNER BENEFITS ARE AVAILABLE ONLY IF A PARTICIPATING EMPLOYER HAS AGREED TO PROVIDE DOMESTIC PARTNER BENEFITS.

Domestic Partner is defined as follows:

"Domestic Partnership" is a relationship whereby two people:

1. share the same regular and permanent residence;
2. have a close personal committed relationship;
3. are jointly responsible for "basic living expenses" such as food, shelter and similar expenses;
4. are not married to anyone;
5. are each eighteen (18) years of age or older;
6. are not related by blood closer than would bar marriage in the State of Washington;
7. were mentally competent to consent to contract when the domestic partnership began; and
8. are each other's sole domestic partner and are responsible for each other's common welfare.

Following termination of a domestic partnership a statement of termination must be filed with Group's Human Resources Department within thirty (30) days of termination. Termination of domestic partnership includes death of a partner.

Application for another Affidavit of Domestic Partnership cannot be filed for one hundred eighty (180) days following the filing of the statement of termination of domestic partnership with Group's Human Resources Department.