

Please review the following to understand how each benefit affects eligible employees: (see the following eligibility chart)

#### Health Care Coverage

Skidmore College will extend health care coverage to the same or opposite sex domestic partners of benefit eligible employees. Employees and domestic partners must certify their relationship by completing an Affidavit of Domestic Partnership. Dependent children of qualified domestic partners may also be eligible for participation in health care coverage up to age 26 as long as they do not have healthcare benefits available through another employer other than as the dependent of a parent. An Eligibility Certification for Dependent Children of Domestic Partnership should be completed to apply for dependent coverage. The cost of dependent coverage incurred by the College as a direct result of enrolling a domestic partner and his or her child(ren) will result in a taxable benefit to the employee. In addition, it will be the employee's responsibility to contribute his/her amount of employee cost sharing based on their plan and coverage level of choice for the salary band the first of each year.

#### Dental Plan Coverage

Skidmore College will extend dental plan coverage to the same or opposite sex domestic partners of benefit eligible employees. Employees and domestic partners must certify their relationship by completing an Affidavit of Domestic Partnership. Dependent children of qualified domestic partners may also be eligible for participation in health care coverage up to age 20 or through age 26 if they are full-time students. An Eligibility Certification for Dependent Children of Domestic Partnership should be completed to apply for dependent coverage. The employee and domestic partner may also be required to complete additional information for the dental plan provider of choice.



EMPLOYEE ELIGIBILITY FOR DOMESTIC PARTNERSHIP BENEFITS

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(to be)

3

(to be)

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