

Section G: Personnel

GBJA-R DEFINITION OF DOMESTIC PARTNERSHIP

Domestic Partners are defined as two adults, of the same or opposite sex, engaged in a spouse-like relationship characterized by mutual caring and dependency. To qualify for Domestic Partners coverage, both individuals must meet each of the following qualifications as well as the specific criteria outlined on the Affidavit of Domestic Partnership form:

- Individuals are at least eighteen (18) years of age and mentally competent to consent to a contract.
- Individuals are each other's sole Domestic Partner and intend to remain so indefinitely.
- Individuals are not married to or legally separated from anyone else.
- Individuals are not related by blood to a degree of closeness that would prohibit legal marriage in the state in which they reside.
- Individuals have been legally domiciled together for at least 12 months.
- Neither has covered another individual or has been covered by another individual as a domestic partner or a legal spouse in a health insurance policy in the preceding 12 months. They understand that domestic partners cannot enroll together for 12 months following the termination of coverage of a prior domestic partner or legal spouse.
- Individuals are jointly responsible for each other's common welfare as evidenced through a joint deed, joint mortgage, joint lease, joint credit card, joint bank account, and/or powers of attorney authorizing each of us to act on behalf of the other. Anthem reserves the right to request, at a future time, one of the previously mentioned documents.
- Individuals understand that a domestic partner enrolled as a dependent ceases to be an eligible member on the first of the month following the termination of a domestic partnership and that we are required to submit an Application for Change within 31 days of the termination of a domestic partnership.
- Individuals understand that a domestic partner enrolled as a dependent is not eligible for continued health insurance coverage under COBRA.

Approved in 1st reading: 6/21/06, 6/23/10
Approved in 2nd reading: 8/23/06, 8/25/10
Reviewed 6/14/10, 1/14/16
Revised 5/26/10