

Penn State offers benefits-eligible employees the opportunity to extend various benefits and policies to same-sex, domestic partners. This includes, but is not limited to, medical, dental, and vision plans, as well as accidental death and dismemberment insurance.

In order to extend healthcare benefits to a same-sex, domestic partner, you must file an *Affirmation of Domestic Partnership*. This document can be obtained by contacting:

Penn State Employee Benefits
Box 30, Rider Building I
120 S. Burrowes Street
University Park, PA 16802-3857
benefits@psu.edu
814-865-1473

The *Affirmation of Domestic Partnership* will remain in effect until the same-sex, domestic-partner relationship ends. It is your responsibility to notify Penn State Employee Benefits should the domestic partnership end.

Normally, the Internal Revenue Code does not allow you to pay for healthcare coverage for your same-sex, domestic partner on a pre-tax basis. You and your partner will be considered separately with regard to tax status, and you will be taxed for the value of the University's share of your partner's coverage. In addition, the payroll deduction for your contribution for your partner's coverage will be made with after-tax rather than pre-tax dollars.

If, however, your same-sex, domestic partner meets Internal Revenue Code dependency guidelines, then your share of the premium will be made on a pre-tax basis and you will not be taxed for the value of the University's share of the premium. These dependency guidelines require that:

- The employee provides more than 50% of the domestic partner's support.
- The employee and domestic partner share the same household.
- The domestic partner's income does not exceed current IRS limits.
(For 2006, your same-sex domestic partner cannot earn more than \$3,300.)

If you feel that you meet this qualification, then you must note this fact on your *Affirmation* in order to qualify for this special exception. Otherwise, you and your partner will be considered separately with regard to tax status.

Penn State is pleased to provide these benefits to you and your same-sex, domestic partner. If you have additional questions about these or other programs, please feel free to contact Penn State Employee Benefits. As always, your information is kept confidential and is released only to the insurance carriers and those departments outside Employee Benefits that are involved in the processing of enrollments and deductions.