



February 2020

RE: Domestic partner benefit eligibility

Benefit eligibility has expanded to include domestic partners and domestic children, effective January 1, 2020. As a result, we are offering a special enrollment window from February 21, 2020 through March 6, 2020 for domestic partner enrollment.

To add your domestic partner and/or domestic child(ren) to your coverage go to BenefitsConnection through About You or at verizon.com/benefitsconnection. From the home page, go to Life Events > Domestic Partnership. Coverage for medical, dental, vision, or life can be added retroactively to January 1, 2020 or effective the date you enroll. If you choose to enroll retroactively, you will be charged the retroactive payroll deductions and associated imputed income.

You and your domestic partner must meet the following requirements:

- Be each other's sole domestic partner
- Cannot be married to anyone else
- Cannot be engaged in another domestic partner relationship
- Both be at least 18 years old and mentally competent to enter a marriage contract
- Not be related by blood to the degree of closeness that would prohibit your legal marriage in your state of residence
- Are living (and have lived) together in the same principal residence for at least six months and intend to do so indefinitely
- Are emotionally committed to one another and jointly responsible for each other's common well-being and financial obligations

You will need to provide documentation to verify eligibility. Instructions for completing the dependent verification will be sent to both your work email and home address on file after you have enrolled your new dependent(s). If you do not submit proper documentation in a timely manner, your dependent(s) will be dropped from coverage.

After March 6, 2020 you will only be able to add coverage for your domestic partner and/or domestic child(ren) if you experience a qualified life event or during Annual Enrollment.

If you have any questions, contact the Verizon Benefits Center at 855.4vz.bens (855.489.2367). Representatives are available Monday – Friday, 9 AM – 5 PM Eastern time.

Verizon Benefits Center

Actual plan provisions for Company benefits are contained in the appropriate plan documents or applicable Company policies. This notification provides updates to your existing Summary Plan Descriptions (SPD) as of January 1, 2020. Please keep this Summary of Material Modification (SMM) with your SPDs until Verizon provides you with SPDs that have been updated to reflect the changes to your benefits. As always, the official plan documents determine what benefits are provided to Verizon employees, former employees eligible for COBRA, retirees and their dependents. Please note you may not be eligible to participate in or receive benefits from all plans and programs referenced in this letter. Your SPDs and corresponding documents (for example, SMM) are available at verizon.com/benefitsconnection, or you can call the Verizon Benefits Center and request a printed copy. As explained in your SPD, Verizon reserves the right to amend or terminate any of its plans or policies at any time with or without notice or cause, subject to applicable law and any duty to bargain collectively.

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