Domestic Partner Definition for Benefit Enrollment

In order to enroll a domestic partner in Acadia benefit plans, you and your partner should be able to attest to the following:

- We are each other's sole domestic partner.
- Neither of us is legally married to anyone.
- Each of us is at least eighteen (18) years old and mentally competent to consent to this contract.
- We are not related by blood to a degree of closeness that would prohibit legal marriage in this state.
- Shares a permanent residence for one year or more
- We are jointly responsible for each other's common welfare and shared financial obligations which may be demonstrated by the existence of two of the following. If requested, we can provide documentation for at least two of the below:

    a. Domestic Partnership Agreement.
    b. Joint mortgage or lease.
    c. Designation of domestic partner as beneficiary for life insurance.
    d. Designation of domestic partner as beneficiary for retirement contract.
    e. Designation of domestic partner as primary beneficiary in the employee's will or of employee in the domestic partner's will.
    f. Durable property and/or health care powers of attorney.
    g. Joint ownership of motor vehicle.
    h. Joint checking account.
    i. Joint credit account.

- If you enroll a domestic partner in Acadia's benefit plans, you must notify People & Performance if there is any change in your status as domestic partners within thirty (30) days of such change by filing a statement of Termination of Domestic Partnership, which will make the domestic partner no longer eligible for Acadia Pharmaceuticals-sponsored benefits. The statement of termination shall affirm that the domestic partnership status is terminated as of its date of execution and that a copy of the statement of termination has been provided to the other partner by the party authorizing such action.

- You should understand that any false or misleading statements made in order to receive benefits for which you/your domestic partner do not qualify may subject the individual employed by Acadia Pharmaceuticals to disciplinary action, loss of benefits and an obligation to reimburse Acadia Pharmaceuticals for any costs involved in providing benefits coverage.

Note: You are not eligible to cover a domestic partner under Acadia benefits if:

- *You are legally married to another person*
- *Signed a domestic partner affidavit with another person within the past 12 months*
- *Filed a Declaration of Domestic Partnership with the Secretary of State with another person which has not been terminated under Section 299 of the Family Code.*