



## **SPOUSAL/DOMESTIC PARTNER SURCHARGE AGREEMENT**

***The Aristocrat plan imposes a surcharge for spouse/domestic partner medical coverage. Please review this information carefully as it has implications on how much you will pay for spouse/domestic partner medical coverage.***

The Aristocrat plan imposes a \$100 monthly spouse/domestic partner surcharge to all employees who have enrolled their eligible spouse/domestic partner in one of the Aristocrat medical plans, unless they qualify for a waiver. The surcharge only applies to medical plan coverage, not dental or vision.

### **Waiver**

I have enrolled my spouse/domestic partner in an Aristocrat sponsored medical plan and am eligible for a waiver of the spouse/domestic partner surcharge due to one or more of the following:

- my spouse/domestic partner is not eligible for or enrolled in any employer-provided medical coverage either as an employee or a dependent
- my spouse/domestic partner does not work and does not have medical coverage as an employee or a dependent
- my spouse/domestic partner is self-employed and does not have medical coverage
- my spouse/domestic partner is also an employee of Aristocrat.

If you are eligible for a waiver and fail to submit a change or edit your spouse/domestic partner information within the required deadline and your spouse/domestic partner is enrolled in Aristocrat medical coverage, you will automatically be charged the surcharge amount.

For any other mid-year changes during the year including eligibility or change in eligibility of the waiver (i.e. for example a spouse/domestic partner losing employment or becoming covered under a medical plan during the year) you may only request a change if your spouse/domestic partner experiences a qualified life event and you submit the benefit change in Workday within 30 days, as well as provide any required documentation of the change. In no event will any retroactive deductions be permitted under any circumstances. You will have the opportunity to update your spouse/domestic partner's eligibility each plan year during open enrollment.

I certify that my election for spouse/domestic partner eligibility is true and correct. I also understand that if I knowingly and willfully submit false information to Aristocrat in order to obtain a waiver of the spousal/domestic partner surcharge or fail to immediately notify Aristocrat that my spouse/domestic partner is no longer eligible for coverage or for the waiver during the plan year, I will be subject to disciplinary action, up to and including termination of employment.

**Note:** If a waiver of surcharge applies and you need to update your coverage, follow these steps in your **Workday Open Enrollment event**:

- Select the '**Medical**' tile.
- Under **General Instructions**, look for the green text that provides guidance on making the coverage change
- After updating your coverage, go to the '**Review and Sign**' tab.
- Scroll to the bottom of the page to the **Electronic Signature** section.
- Carefully review the **legal notice**, paying special attention to the red text regarding the surcharge.
- Select '**I accept**' to confirm your changes. Your electronic signature will be recorded in Workday as your official acceptance.

For an enrollment/change of enrollment aid, please go to the Benefits Open Enrollment Overview:  
[https://aristocratprod.service-now.com/esc?id=kb\\_article&sysparm\\_article=KB0019216](https://aristocratprod.service-now.com/esc?id=kb_article&sysparm_article=KB0019216)

Below is a screen showing the medical coverage option. Any coverage with '(surcharge)' listed will have the surcharge cost included in the 'plan cost per paycheck' once an option is selected:

## Dependents

Add a new dependent or select an existing dependent from the list below.

Coverage

Plan cost per paycheck

Add New Dependent

1 item

| Select                   | Dependent | Relationship | Date of Birth |
|--------------------------|-----------|--------------|---------------|
| <input type="checkbox"/> |           |              |               |

Search

☐ Employee Only

☐ Employee + Child(ren)

☐ Employee + Spouse

☐ EE + Spouse (Surcharge)

☐ Employee + Domestic Partner

☐ Employee + Domestic Partner(Surcharge)

☐ Employee + Family

☐ Employee + Family(Surcharge)

☐ EE + Domestic Partner + Family

☐ EE + Domestic Partner + Family(Surcharge)