



5. HRC has identified 293 public employers in the United States, including 65 governmental organizations and 228 state and local governments, that offer some form of domestic partner benefits to their employees' same-sex domestic partners.
6. HRC has identified 232 companies that provide qualified joint and survivor annuity plans to same-sex domestic partners.
7. HRC has identified 174 companies that provide pre-retirement survivor annuity plans to same-sex domestic partners.
8. The number of companies providing annuity plans to same-sex domestic partners as stated in paragraphs seven and eight was determined solely from the use of the 2011 Corporate Equality Index ("CEI") survey, which rated 615 companies from the Fortune 1000, *American Lawyer* 200, and other large U.S. businesses employing 500 individuals or more. As a result, there may be additional employers that offer a survivor annuity plan to same-sex domestic partners but have not been included in HRC's database.
9. HRC has catalogued 40 private employers headquartered in Missouri that provide some form of domestic partnership benefits to their employees' same-sex domestic partners.

#### ACQUIRING AND MAINTAINING THE DATA

10. HRC obtains the information for the database through various sources, including an annual survey of Fortune 1000 companies, information relayed through employees about their employers, publicly available information from employers' websites, and news publications.
11. HRC ensures that the information contained in its database is accurate and as up-to-date as possible by validating information periodically received, by examining the plan documentation, and/or by comparing it to a reliable secondary source, such as a listing from a jurisdiction with an Equal Benefits Ordinance that has made their employer information publically available. In addition, annual surveys and research on the CEI and other surveys provide up-to-date, accurate information.
12. The CEI survey collects key pieces of information from employers to calculate an employer's CEI score and that information is stored in our database. In calculating that score, businesses are required to provide certain documentation to verify they meet some of the listed criteria.
13. HRC field and legislative teams also relay updates to the database concerning local ordinances and benefit changes.
14. HRC contracts with Confluence Corporation for our user-defined database in Microsoft Access. Confluence employs over twenty-five professional staff covering a diverse range of technical specialties with multiple certifications ranging from Microsoft, Novell, Macintosh, Unix/Linux, commercial fundraising/donor management systems, ColdFusion, Access, SQLServer, FileMaker, Cisco, Java, VBScript, and Lotus Notes.

15. The database requires a user name and password to access and HRC staff is trained on using the database.

ADMINISTRATION OF DOMESTIC PARTNERSHIP BENEFITS

16. Regardless of the type of domestic partnership benefit provided, employers use substantially the same objective criteria in determining eligibility for same-sex domestic partnership benefits in the absence of a state-issued marriage certificate, civil union, or domestic partnership registry.

17. In the absence of a government document recognizing the marriage, civil union, or domestic partnership, a majority of companies that responded to the 2011 CEI established their own requirements for proof of a same-sex domestic partnership. Sixty percent of companies that responded to the 2011 CEI required dependent eligibility or proof of relationship documentation, such as a domestic partner affidavit, joint bank account statement, etc. In my experience, those that required affidavits generally required some or all of the following criteria to recognize a same-sex domestic partner: They are each 18 years old or older; they are not related to one another; they currently live together; each is not currently in a domestic partnership, civil union, or marriage with a different person; they are mutually responsible for each other; and they are currently in an intimate, committed relationship of at least six to twelve months' duration.

18. HRC is not aware of any cases of fraud or conflicting claims to benefits resulting from the availability of same-sex domestic partnership benefits.

DATED this the 1 day of July, 2011  
\_\_\_\_\_  
Signature of Affiant

SWORN to subscribed before me, this 1<sup>st</sup> day July, 2011

Jason Lott  
District of Columbia, Notary Public  
My Commission Expires  
August 31, 2014

\_\_\_\_\_  
NOTARY PUBLIC

My Commission Expires:

8/31/2014