



Declaration of Tax Dependent Status

Employee: _____
Last Name First Name M.I. R Number

Domestic Partner: _____
Last Name First Name M.I.

Partner's Dependent Children: _____
Last Name First Name M.I.

Last Name First Name M.I.

Last Name First Name M.I.

DECLARATION

To be completed by employee

I have read the information regarding taxation of domestic partner health benefits on the reverse side of this form. Based on consultation with a tax advisor:

Please check one

I hereby certify that the above named domestic partner and/or children whom I am enrolling for health insurance coverage **do qualify** as my legal tax dependents under IRC Section 152 for the coming tax year. I understand that falsely certifying dependency status could result in disciplinary action up to an including termination of employment, as well as potential charges of tax fraud. I further agree to notify Rollins College immediately of any change in this tax status.

I hereby certify that the above named domestic partner and/or children whom I am enrolling in health insurance coverage **do not qualify** as my legal tax dependents under IRC Section 152 for the coming tax year. I understand that the fair market value of group health insurance coverage provided by Rollins College to cover my domestic partner and his/her children will be treated as taxable income to me. I further understand that the portion of premiums I pay for this coverage must be paid for on an after tax basis.

Signature of Employee: _____

Date: _____

INFORMATION REGARDING TAXATION OF DOMESTIC PARTNER HEALTH BENEFITS

A domestic partner and their dependent children may qualify as Internal Revenue Code Section 152 dependents of an employee provided certain qualifying conditions are met. If qualified under IRC Section 152, health insurance coverage provided by an employer is not subject to federal income tax. Additionally, such coverage can be provided on a pretax basis and claims can be reimbursed through a health care flexible spending account. If a domestic partner and their dependent children do not qualify as IRC Section 152 dependents, the aforementioned tax advantages are not available.

To qualify as an IRC Section 152 dependent of an employee during a given tax year, the domestic partner and partner's children must:

- ♦ Share his or her principle residence with the employee for the full tax year (January 1 through December 31), except for temporary absences such as vacation, military service, or education. Unless the domestic partnership commences precisely on January 1, the domestic partner and their children cannot be considered a Section 152 dependent during the first year of the relationship. Similarly, if the partnership dissolves other than on December 31, for reasons other than the death of the domestic partner, the tax exclusion is lost for the entire year. If the relationship terminates due to the death of the partner, the partner would continue be treated as a dependent for the entire tax year;
- ♦ Receive more than half his or her support for the calendar year from the employee. The rules for determining support are more involved than simply determining which partner is the primary "breadwinner" of the household. For example, certain non-financial types of support – such as providing the home (assuming the home is owned by one the partners) – must be taken into account when determining support. Employees are encouraged to consult with a tax advisor to determine whether they satisfy this requirement.
- ♦ Be a citizen or resident of the U.S. or of a country contiguous to the United States.
- ♦ The relationship between the employee and the domestic partner does not violate local law.