



To: All Salesforce.com Employees
From: Polly Lam, Benefits Program Specialist
Re: Domestic Partner Benefit Policy
Date: 05/10/2017

Salesforce.com does not discriminate based on the following protected categories:

Race, Color, Creed, Religion, National origin, Ancestry, Age, Sex, Sexual Orientation, Gender identity (transgender status), Domestic Partner status, Marital status, Disability, AIDS/HIV status, Height, Weight

Salesforce.com offers the following employee benefits equally to employees with spouses and employees with domestic partners, and to the spouses and domestic partners of such employees:

- Health Insurance - Aetna and Kaiser
- Dental Insurance - Aetna
- Vision Insurance - VSP
- Retirement - Fidelity
- Bereavement Leave - Matrix Absence Management
- Family Leave - Matrix Absence Management
- Parental Leave - Matrix Absence Management
- Employee Assistance Program - CONCERN: EAP
- Relocation and/or Travel- Plus Relocation
- Firm Discount, Facilities & Events- Fond for discounts
- Credit Union- n/a
- Child Care- Bright Horizons
- Dependent Life Insurance- Prudential
- Short Term and/or Long-Term Disability Insurance - Standard
- Accidental Death & Dismemberment Insurance – Prudential



Domestic partners are defined as same-sex and opposite-sex couples who are registered with any state or local government domestic partner registry. Any requirements for proof of relationship or waiting periods for domestic partnerships are also applied to marriages.

Domestic partner registry certificates are accepted as fully equivalent to marriage certificates.

For additional information on the City and County of San Francisco's Equal Benefits Ordinance, please visit <http://sfgov.org/cmd/12b-equal-benefits-program> or call the City and County of San Francisco's Contracts Monitoring Division at (415) 581-2310.