

SUMMARY DEFINITION OF ELIGIBLE DEPENDENTS Phillips 66 Medical and Dental Assistance Plan (Plan)

If you enroll in the Plan, the following eligible dependents may also be enrolled for coverage:

- Spouse (includes your state-recognized common-law spouse; excludes a spouse after a divorce or separation by a legal separation agreement)

- Domestic partner is any of the following: A person of the same or opposite sex who has demonstrated a commitment to a long-term relationship with you. You and your domestic partner must meet **all** of the following requirements:
 - You intend to remain each other's sole domestic partner indefinitely
 - You're both at least 18 years old (or of legal age)
 - You're both mentally competent to enter into contracts
 - You're not related by blood
 - If you're an opposite sex couple, you haven't been married to each other
 - You and your domestic partner aren't married to anyone else
 - You have the same principal place of abode for the tax year
 - Your domestic partner is a member of your household for the tax year and intends to remain so indefinitely
 - You have provided more than 50% of your domestic partner's total support for the tax year
 - The relationship does not violate local law
 - You lived together for six months before enrolling your domestic partner, are jointly responsible for each other's welfare and are financially interdependent.

- Child under the age of 26, or disabled child over age 26 as approved by the Plan. A Child is any of the following:
 - Your biological, legally adopted or placed for adoption child; or
 - Your domestic partner's biological or legally adopted child (must be a tax dependent as dependent is defined under Section 152 of the Internal Revenue Code); or
 - Your stepchild, provided the biological parent is your spouse

A dependent who does not meet a plan's dependent eligibility requirements or is otherwise disqualified from eligibility is not considered an eligible dependent.

The underlined words are defined in the "Glossary" at the end of the [2015 Employee Benefits Booklets](#).

If you have any questions, contact the Benefits Center at 800-965-4421 or 646- 254-3467 between 8 a.m. and 6 p.m. Central time, Monday through Friday.

This Summary Definition of Eligibility Dependents is a summary of Plan details and is meant to provide general information, but your entitlement to any benefits is governed by the actual terms and conditions of the Plan and arrangements for employees/retirees of Phillips 66 Company. Eligibility, benefits, claims, participant rights, Plan administration and other provisions are described in the SPD and other materials furnished to you and available at hr.phillips66.com. The SPD will govern if there is a conflict between information shown in this description and the SPD. The Plan sponsor reserves the right to amend or terminate this Plan or arrangement at any time, at its sole discretion, according to the terms of the Plan or arrangement.