



## 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
  - Foster child during period of Foster Agreement
  - An individual placed in your home under a legal guardianship agreement who is your dependent for federal income tax purposes.
    - Before coverage becomes effective, you must complete the plan's dependent verification process by providing the relevant birth certificate, court order, tax return, and any other documentation requested by the Plan.

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 [Health and Well-Being Handbook](#).

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 Eligible Dependents may contain information regarding certain Phillips 66 compensation and benefits. The Summary plan descriptions for the various benefit plans and other relevant terms and conditions provide more detailed information. Receipt of this communication does not guarantee eligibility for benefits or any other form of compensation. Phillips 66 reserves the right to correct any errors. If the information provided by this communication conflicts with the plan documents, the plan documents will prevail. Phillips 66 also reserves the right to amend, change or terminate its plans, any underlying contract or any other policy or program, at any time without notice, at its sole discretion. This information applies only to Non-Represented employees, as well as Represented Employees where provided for under the terms of an applicable collective bargaining agreement.*