Domestic Partner Benefits Policy

Eligibility
To be eligible for Domestic Partner benefits at Regions Financial Corporation, an associate must submit an affidavit attesting that the associate and Domestic Partner:

- are each other’s sole Domestic Partner and intend to remain so indefinitely
- are not legally married to or legally separated from any other individual
- are both age 18 or older and mentally competent to consent
- have lived together in the same residence on a continuous basis for at least 12 months immediately prior to the date of this certification, with the intent to reside together permanently
- are not related by blood to a degree of closeness which would prohibit legal marriage in the state in which they legally reside
- do not maintain this relationship solely for the purpose of obtaining employment-related benefits
- are jointly responsible for each other’s common welfare and share financial obligations which could be demonstrated upon request by providing proof of the existence of at least two of the following, with at least one validating the length of the partnership as 12 months or longer and at least one of them being marked by an asterisk. For example, both drivers’ licenses must be issued at least 12 months ago or the mortgage/lease should be dated at least 12 months ago. * For Gain in Domestic Partner event – length of partnership should be exactly 12 months ago – and change in status must be requested within 31 days of the Gain in Domestic Partner.
  * Joint mortgage or lease or other appropriate written evidence of common residence such as joint utility bills
  * Joint ownership of a motor vehicle
  * A joint checking or savings account
  * Designation of the partner as holding a durable power of attorney for health care decisions regarding the associate
  * Drivers’ Licenses showing the same address

Children of Domestic Partners that live with you full-time are also eligible for benefits. An eligible dependent child is defined as:

- The Domestic Partner’s biological or legally adopted child
- Any child for whom the Domestic Partner is the legal (court-appointed) guardian, including Foster children

You will be required to provide proof of eligibility for all children of your Domestic Partner. Normal dependent eligibility rules apply.

Benefits Available to Domestic Partners
The following benefits will be extended to Domestic Partners and their eligible children:
- Medical Insurance (through Blue Cross Blue Shield only)
- Dental Insurance
- Vision Insurance
- Employee Assistance Program
- Legal Plan

The following associate leaves include time off for Domestic Partners and their eligible family members:
- Funeral leave
- Family illness leave
- Sick time

**Benefits not Available to Domestic Partners**
- Optional Dependent Life Insurance
- Optional Accidental Death & Dismemberment Insurance
- Use of both the Medical Expense Reimbursement Plan and Dependent Care Reimbursement Plan.

**Affidavit for Domestic Partnership**
To apply for Domestic Partnership benefits an Affidavit for Domestic Partnership, which can be found at benefits.regions.com>Documents and Forms, must be completed and submitted to Corporate Benefits.

Once on file, associates can apply for Domestic Partner benefits. Enrollment in the Regions benefits plans is governed by the same enrollment periods as those for a spouse and/or children of the associate.

Applications for Domestic Partner benefits and information provided in the Affidavit of Domestic Partnership will be kept confidential to the extent permitted by business necessity and the law. In addition, Corporate Benefits will need to share information to make appropriate payroll and tax deductions, and with third parties with whom the Bank contracts for benefits programs.

An associate’s falsification of information in the affidavit or in receiving benefits may subject the associate to discipline up to an including termination.

**Tax Issues**
An associate’s premium payments to provide health benefits for a Domestic Partner and children will be the same as for a spouse and children. Associates who are considering applying for Domestic Partner benefits should be aware that this might have significant tax consequences, however, because under Federal Law Domestic Partners do not share the same status and corresponding tax benefits as those of a legal spouse. For each insurance plan to which you add your Domestic Partner and your partner’s eligible dependents:
• Your contribution for your partner’s and partner’s dependents health insurance will be made on an after-tax basis
• The Bank’s contribution for the coverage of your Domestic Partner and children will be considered taxable income to the associate, and the Bank will withhold state and federal taxes on that amount.

Because this area of tax law is still developing, and because the situation of every associate is different, it is strongly recommended that associates consult with a tax and/or legal advisor before applying for Domestic Partner benefits.

Continuation of Benefits
Although federal law does not require the Bank to provide COBRA continuation coverage for Domestic Partners, the Bank will provide such equivalent coverage to Domestic Partners and their children under the same circumstances as for an associate’s spouse and children. Domestic Partners and their children must apply for continuation within sixty (60) days of the date that eligibility for coverage ends.

Termination of Domestic Partnership
Associates who have obtained Domestic Partner benefits must notify the Bank within 30 days of the termination of the relationship by submitting a Declaration of Termination of Domestic Partnership form, which is available at benefits.regions.com>Documents and Forms.

Eligibility for benefits for the former Domestic Partner and children ends on the date the Declaration is received by Human Resources. An associate’s failure to notify the Bank of the termination of the Domestic Partner relationship may result in liability for claims paid for ineligible services and to additional discipline up to and including termination.

Other Issues
A Domestic Partner will not be beneficiary for your life insurance or 401(k) unless you specifically assign them as such. To do so, Regions’ associates can visit benefits.regions.com (life insurance) and 401k.regions.com (401(k)) and Morgan Keegan associates can visit mkbenefits.regions.com (life insurance) and the MK Infonet>HR>Information and Forms (401(k)).