



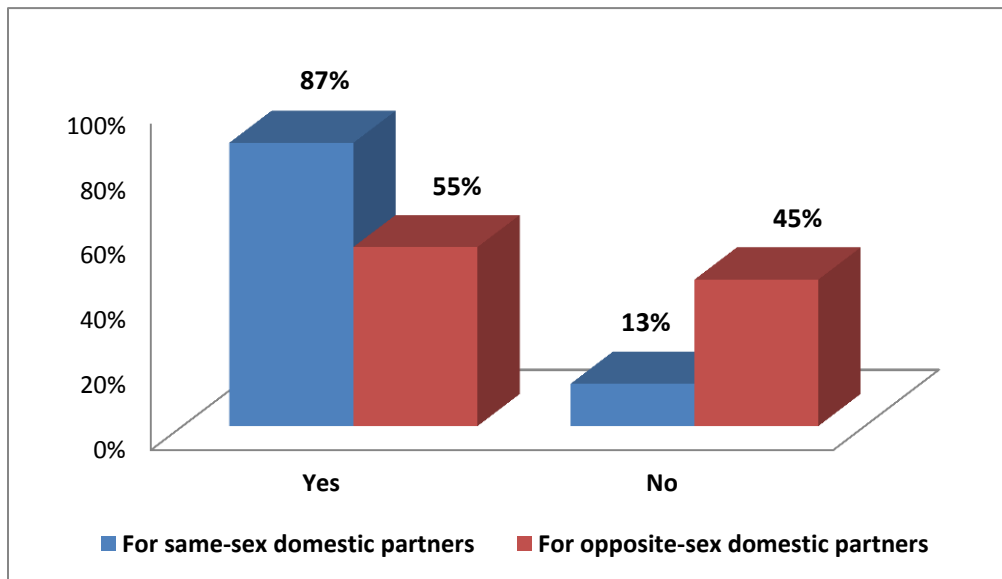
THE ERISA INDUSTRY COMMITTEE

Advocating the Employee Benefit and Compensation Interests of America's Major Employers

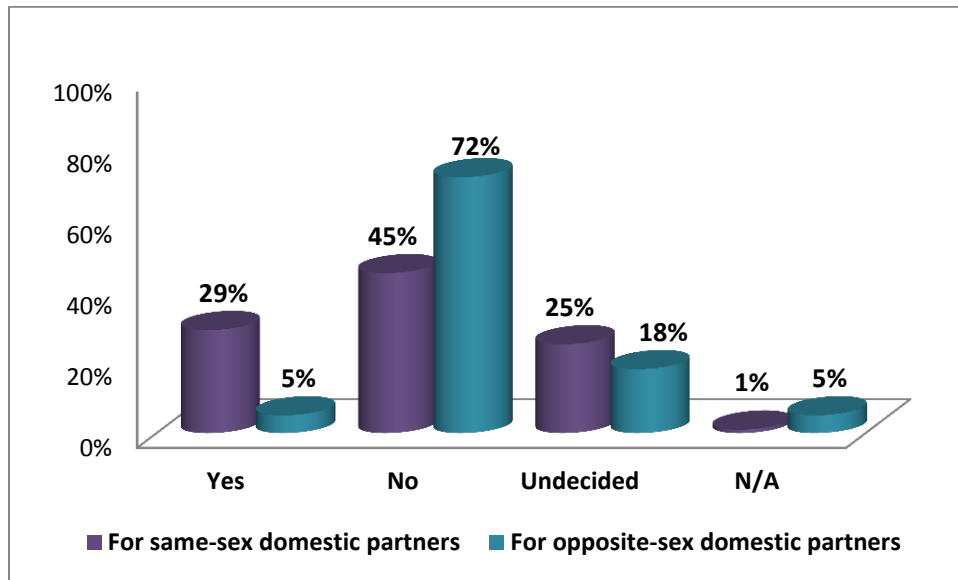
FINDINGS FROM SURVEY OF LARGE EMPLOYERS ON SAME-SEX BENEFITS COVERAGE

Over the period August 20 to August 27, 2013, The ERISA Industry Committee (ERIC) polled its members about their benefits practices in light of the recent U.S. Supreme Court decision on the Defense of Marriage Act (DOMA). The results of this poll are depicted below.

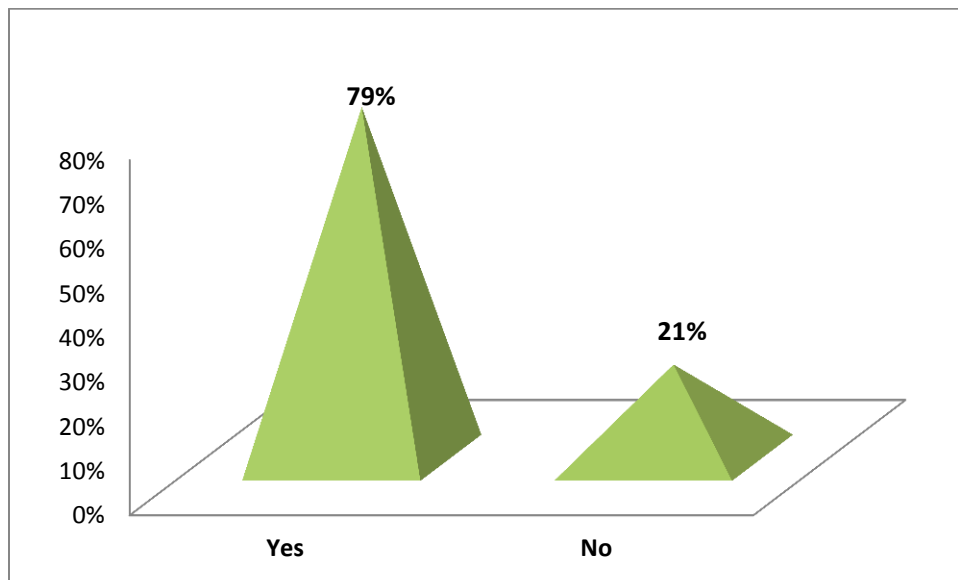
1. Do you offer benefits to domestic partners?



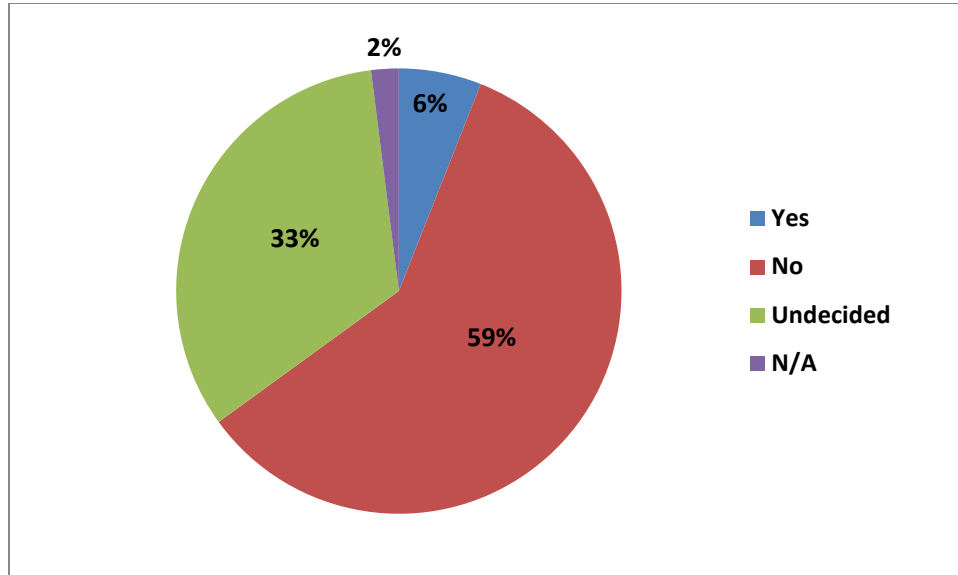
2. Are you planning to change your benefits coverage of domestic partners as a result of the changes in the rules affecting same-sex spouses brought about by the Supreme Court's decision on DOMA?



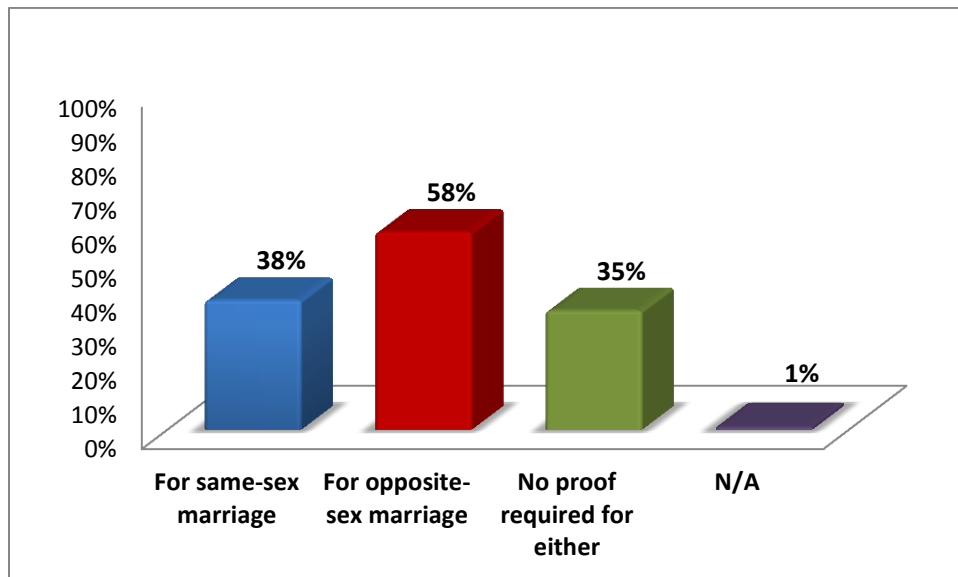
3. Do you offer benefits to same-sex partners who have entered into a civil union?



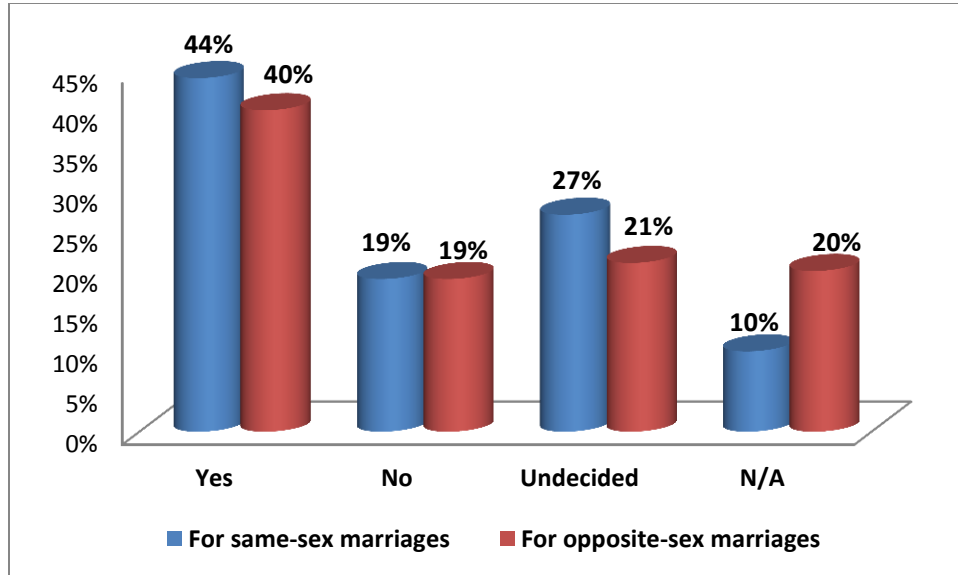
4. Are you planning to change your coverage of members of civil unions as a result of the changes in the rules for same-sex spouses?



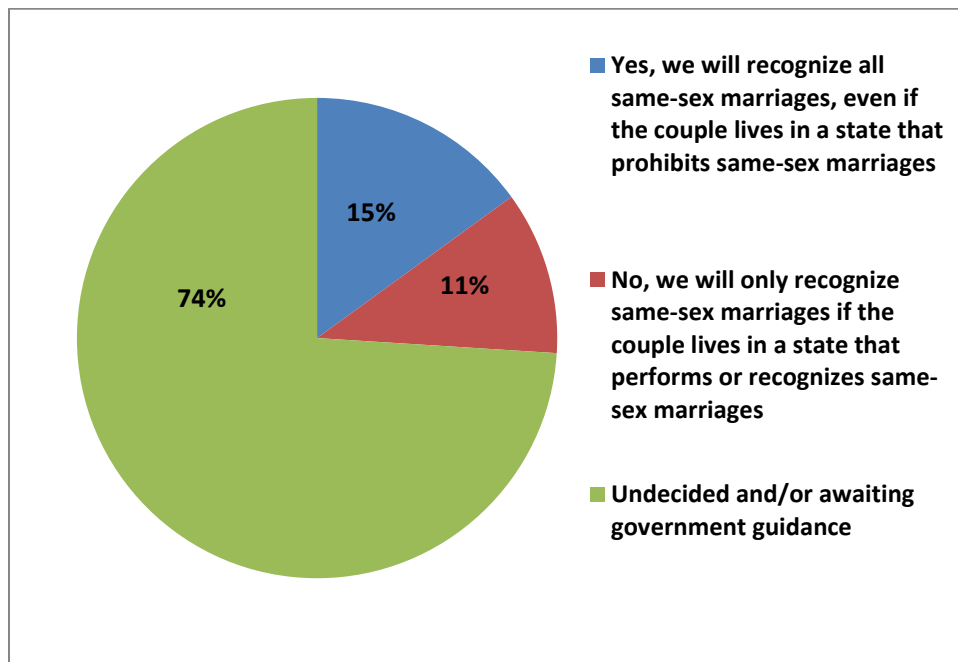
5. Do you require proof of marriage before you provide benefits to spouses?



6. Will you require proof of marriage as a result of the changes in the rules for same-sex spouses?



7. Will you consider same-sex spouses to be married if they live in a state that does not recognize same-sex marriages?



8. If you are making any changes to your policies regarding same-sex couples (in domestic partnerships, civil unions, or marriages), how are you planning to communicate these changes?

We are responding to participants' questions	44%
We are reaching out to employees that have indicated that they are in domestic partnerships, civil unions, or same-sex marriages	33%
We have or are planning to provide a general communication piece for all employees about the changes in the rules for same-sex couples	29%
We have or are planning to provide one or more detailed communication pieces for all employees about the changes in the rules for same-sex couples	21%
Undecided	39%

Contact Information

For questions about the survey, please contact Gretchen Young, Senior Vice President, Health Policy, at (202) 627-1920 or gyoung@eric.org or Debra Davis, Vice President, Benefits, at (202) 627-1925 or ddavis@eric.org.

The ERISA Industry Committee (ERIC) is a non-profit association committed to representing the advancement of the employee retirement, health, and compensation plans of America's largest employers. ERIC's members provide benchmark retirement, health care coverage, compensation, and other economic security benefits directly to millions of active and retired workers and their families. ERIC has a strong interest in proposals affecting its members' ability to deliver those benefits, their cost and their effectiveness, as well as the role of those benefits in the American economy. For more information about ERIC, visit www.eric.org.