



Activision Blizzard Affidavit of Domestic Partnership

I, _____, certify that I and _____ are
(print name of employee) (print name of domestic partner)
domestic partners as demonstrated below.

Our relationship is demonstrated by (*complete A or B*):

A. we are registered as domestic partners with _____
(print name of city, county or township)
in _____, as of _____ and I have attached
(jurisdiction) (date of registry)
a copy of our registration certificate attesting to this fact.

OR

B. we demonstrate our domestic partner relationship by meeting
each and every one of the following criteria, and have met each
and every one of the following criteria since _____.
(date)

I understand that Activision Blizzard, Inc. will not recognize my domestic partner until we have met each of the following criteria for a minimum of six (6) months:

- ◆ we share the same regular and permanent residence;
- ◆ we have a close personal relationship and are each other's sole domestic partner;
- ◆ we are not related by blood, closer than would bar marriage in the state in which we reside;
- ◆ we were each mentally competent to contract on the date above;
- ◆ neither one of us are married;
- ◆ we were each at least of the age of consent in the state in which we reside on the date above;
- ◆ we are jointly responsible for each other's common welfare and financial obligations; and
- ◆ neither of us is simultaneously involved in a similar relationship with anyone else.

Even if you (the employee) and your domestic partner have met all the above criteria for at least six (6) months, coverage will not be provided unless you (the employee) also complete the attached "Declaration of Tax Status."

We understand that this information will be held confidential and will be subject to disclosure only upon our express written authorization or if otherwise required by law.

We understand that this declaration of responsibility for our common welfare may have legal implications under federal and/or state law.

We understand that a civil action may be brought against us for any losses, including reasonable attorney's fees, because of a false statement contained in this Affidavit of Domestic Partnership.

We also certify under penalty of perjury, under the laws of the State of California, that the foregoing is true and correct.

I, the undersigned employee, understand that willful falsification of information on this affidavit may lead to disciplinary action, up to and including discharge from employment. I agree to notify my local Human Resource Representative if there is any change in the circumstances attested to in this affidavit within thirty (30) days of the change.

Signature of Employee

Signature of Domestic Partner

Social Security Number

Domestic Partner Date of Birth

Address

Address

Witnessed by: _____

Date _____



Activision Blizzard Declaration of Tax Status

I, _____, have completed an Affidavit of Domestic
(print name of employee)

Partnership and have sworn that _____ is my
(print name of domestic partner)

domestic partner. I understand that **Activision Blizzard** has a legitimate need to know the federal income tax status of my relationship. I understand that a domestic partner is considered an Internal Revenue Code Section 152 dependent only if each and every one of the following requirements is met.

- the domestic partner and I live together (share our principal abode) for the full taxable year, except for temporary absences for reasons such as vacation, military service, or education. In other words, the employee and the domestic partner must live together from January 1 through December 31;
- the domestic partner is a citizen or resident of the U.S.;
- the domestic partner receives more than half his or her support from the employee. The rules for determining support are complicated and are more involved than just determining who is the "primary breadwinner." Attached is a worksheet the IRS includes in its Publication 17 which you can use to determine whether you provide more than half your domestic partner's support.

Even if the above requirements are met, an individual cannot be considered an IRC Section 152 dependent if the relationship violates local law.

Check one of the following boxes; coverage is only available if you check a box. Since the above is a summary of complex tax rules, we recommend you consult with your tax advisor regarding your specific circumstances.

- I declare that my domestic partner is my Internal Revenue Code Section 152 dependent.
- I declare that my domestic partner is not my Internal Revenue Code Section 152 dependent.



I understand that this information will be held confidential and will be subject to disclosure only upon my express written authorization or if otherwise required by law.

I understand that this declaration of responsibility may have legal implications under federal and/or state law.

I understand that a civil action may be brought against me for any losses, including reasonable attorney's fees, because of a false statement contained in this Declaration of Tax Status.

I also certify under penalty of perjury, under the laws of the State of _____, that the foregoing is true and correct.

I, the undersigned employee, understand that willful falsification of information on this declaration may lead to disciplinary action, up to and including discharge from employment. I agree to notify my local Human Resource Representative if there is any change in the circumstances attested to in this affidavit within thirty (30) days of the change.

Signature of Employee

Social Security Number

Address

Date _____