Civil Union Partner Coverage Under Littelfuse Total Rewards Program

Coverage of civil union partners is included as part of the Littelfuse Total Rewards Program. Review this notice very carefully to better understand the eligibility, participation, and tax requirements for the civil union partner benefits offered by Littelfuse.

Who is a "civil union partner" for purposes of Littelfuse benefits?
To be eligible for benefit coverage offered by Littelfuse, a civil union partner is a same-sex or opposite-sex individual who has entered into a civil union with an associate of Littelfuse who is eligible for coverage under the applicable benefit plan, such civil union is recognized under the state or local law where the associate resides, and the associate has provided proof of such legally-recognized civil union to Littelfuse.

What plans will cover a civil union partner and/or the eligible dependents of a civil union partner?
An associate's civil union partner is generally entitled to the same benefits as an associate's spouse, and an eligible dependent of a civil union partner is generally entitled to the same benefits as the stepchild of an associate. However, not all Littelfuse plans provide civil union partner benefits. This is because federal laws do not give the same rights to civil union partner benefits as they do for spousal benefits. The following list summarizes the benefit plans that are currently available to civil union partners and the eligible dependents of civil union partners, as applicable:

- Medical
- Dental
- Vision
- Group Life Insurance
- Accidental Death and Dismemberment Insurance
- Legal Services and Identity Theft Assistance
- Employee Assistance Plan

What plans will not cover a civil union partner or the eligible dependents of a civil union partner?
The following benefits are not available to civil union partners or eligible dependents of a civil union partner:

Flexible Spending Accounts (FSA): Generally, you may not submit claims for your civil union partner or the eligible dependents of your civil union partner for reimbursement from your FSA. Under IRS rules, civil union partners and their eligible dependents do not generally qualify as "spouses" or "dependents." However, if you establish your civil union partner or his or her eligible dependent as your legal tax dependent under the requirements established by the IRS, you may be able to use your FSA for that person's qualifying expenses.

Continuation of Health Coverage: Under current federal laws, a civil union partner and his or her dependent children do not have an independent right to elect continuation of health coverage under the Consolidated Omnibus Budget Reconciliation Act of 1985 ("COBRA") upon a "qualifying event" unless they qualify as your legal tax dependent under the requirements established by the IRS. Otherwise, your civil union partner and/or the eligible dependents of your civil union partner will only have rights to COBRA if you elect to cover yourself and your civil union partner and/or his or her eligible dependents upon a "qualifying event."

What are the tax implications for coverage of a civil union partner and/or the eligible dependents of a civil union partner?
Under current federal law, the value of Littelfuse-paid benefits for your civil union partner and/or the eligible dependents of your civil union partner is generally treated as taxable income to you. Also, any required contributions or premiums that you pay for the benefit must generally be made on an after-tax basis. Accordingly, the cost of these benefits, less any amount you pay on an after-tax basis for the benefit (*e.g.*, associate contribution or premium), will be "imputed" or added to your taxable income for the applicable tax year. This means you'll pay the applicable federal, FICA, state, local and any other applicable payroll taxes on the imputed amount (which will be shown on your paychecks) throughout the year, and it will also be included on your W-2 Form at the end of each year.

If you can establish your civil union partner and/or his or her eligible dependents as your legal tax dependent for federal tax purposes, you may avoid being taxed on the value of their coverage. Please refer to IRS Publication 1040 online at **irs.gov** for more information about qualifying tax dependents.

For state tax purposes, coverage of civil union partners and eligible dependents of civil union partners in states that do not recognize civil union partners or do not offer state tax breaks for civil union partners or their children will be taxed in the same manner as described above for federal tax purposes. Illinois allows tax-free benefits to be provided to a civil union partner and the eligible dependents of a civil union partner.

How can I enroll a civil union partner and/or the eligible dependents of a civil union partnership in the health plan or other benefits?
After establishing a legal civil union, you may elect to cover a civil union partner and/or the eligible dependents of a civil union partner in the health plan or other benefit plan by following the same life event procedures for the enrollment of a new spouse or step-child, as applicable. You will be required to provide proof or documentation of the civil union within 31 days of the establishment of the legal civil union. If you fail to enroll your civil union partner and his or her eligible dependents within this timeframe, you must generally wait until the next open enrollment period for the benefit plan to add them. There are other limited events that may permit you to make mid-year changes to your benefit elections.

During the annual open enrollment period for the Littelfuse plans, you may enroll (or disenroll) your civil union partner and/or his or her eligible dependents in the applicable Littelfuse plans.

When does benefit coverage for a civil union partner end?
If your relationship with your civil union partner ends for any reason, or your civil union partner no longer meets all the eligibility requirements, your former civil union partner and/or his or her covered eligible dependents are no longer eligible for Littelfuse benefits. A civil union may only be dissolved through the legal processes of the applicable state or local law. You must notify Littelfuse within 31 days after your civil union partnership ends.

Questions?
This notice is not intended to provide tax advice or advice on any other legal issues. Because there may be tax and legal consequences to enrolling your civil union partner or his or her eligible dependents in a benefit plan, you are encouraged to consult your tax and/or legal advisor. Additional questions should be addressed to the Littelfuse, Inc. Benefits Department at 773-628-1000 or UBenefits@Littelfuse.com.

Littelfuse expects to continue its associate benefit plans indefinitely. However, Littelfuse reserves the right, in its sole discretion, to amend, modify, introduce associate contributions, increase or reduce associate contributions, or terminate any benefit arrangement at any time and for any reason.

If this notice has been delivered to you by electronic means, you have the right to receive a written notice and may request a copy of this notice on a written paper document at no charge by contacting the Littelfuse, Inc. Benefits Department at 773-628-1000 or UBenefits@Littelfuse.com.