

To: All U.S. Snowflakes  
From: Jennifer Burnett, Sr. Manager, U.S. Benefits  
Re: Domestic Partner Benefit Policy  
Date: January 1, 2020

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Snowflake Inc. does not discriminate based on the following protected categories:

Race, Color, Creed, Religion, National origin, Ancestry, Age, Sex, Sexual Orientation, Gender identity (transgender status), Domestic Partner status, Marital status, Disability, AIDS/HIV status, Height, Weight

Snowflake Inc. offers the following employee benefits equally to employees with spouses and employees with domestic partners, and to the spouses and domestic partners of such employees:

- Health Insurance – [Cigna Healthcare](#), [Kaiser](#)
- Dental Insurance – [Delta Dental](#)
- Vision Insurance – [Vision Service Plan \(VSP\)](#)
- Retirement – [401\(k\)](#) administered through Fidelity Investments
- [Bereavement Leave](#)
- [Family Leave](#)
- [Parental Leave](#)
- Employee Assistance Program – [Lyra Health](#)
- Relocation and/or [Travel](#)
- Employee Discount Program - [PerkSpot](#)
- Dependent Life Insurance - [Prudential](#)
- Short Term and/or Long-Term Disability Insurance – Snowflake Inc. is self-insured for short-term disability and partners with The Larkin Company in the administration of this benefit. Our long-term disability insurance is through Prudential.
- Accidental Death & Dismemberment Insurance – [Prudential](#)

Domestic partners are defined as same-sex and different-sex couples who have registered with any state or local government domestic partner registry, or meet the criteria outlined below:

- You are each other's domestic partner and intend to remain so continuously
- Neither of you is married to anyone else

- Each of you is at least eighteen years old and mentally competent to consent to this contract
- You are not related by blood to a degree of closeness that would prohibit legal marriage in your state of residence
- You reside together at the same residence and intend to do so indefinitely
- You are jointly responsible for each other's common welfare and shared financial obligations

Any requirements for proof of relationship or waiting periods for domestic partnerships are also applied to marriages. Domestic partner registry certificates are accepted as fully equivalent to marriage certificates.