

Pernod Ricard USA, LLC

Affidavit of Domestic Partnership

We, the undersigned, each certify and declare under penalty of perjury, that we are domestic partners within the meaning of the following declaration:

We share the same permanent residence; and

We are each other's sole domestic partner and intend to remain so indefinitely; and We

have resided in the same household for at least 6 months; and

We are both at least eighteen (18) or older and mentally competent to consent to a contract; and

We are financially interdependent and the interdependence is demonstrated by at least three of the following:

- common ownership of real property or common leasehold interest in property
- a joint bank account or joint credit account;
- proof of designation as the primary beneficiary for life insurance or retirement benefits or primary beneficiary designation under a partner's will;
- assignment of a durable property power of attorney or healthcare power of attorney;
- driver's license listing a common address;

We are not blood relatives any closer than would prohibit legal marriage in the state in which the employee legally resides;

We are not currently married to or legally separated from anyone else nor have had another domestic partner within twelve months prior to designating each other as domestic partners;

We are not in the relationship solely for the purpose of obtaining benefits coverage; and

Each of us agrees to notify the Human Resources Department in writing if there is any change of circumstances attested to in this Affidavit



Pernod Ricard USA
CREATORS OF CONVIVIALITY

Each of us understands that Pernod Ricard USA, LLC will to report imputed income to each employee who has enrolled a Domestic Partner for coverage under the Company's benefit plans.

Each of us understands that the non-employee domestic partner does not have rights to continuing coverage under federal law through COBRA.

Signature of Employee

Date

Signature of Domestic Partner

Date