

Declaration of Domestic Partnership

A. Intent

Super Micro Computer, Inc. recognizes that many employees are engaged in an ongoing and committed spouse-like relationship with an adult of the same or opposite gender (referred to below as the “domestic partner”). This relationship includes residing together and being jointly responsible for each other’s common welfare and financial obligations. It is Super Micro Computer, Inc.’s intent to offer benefits, to the extent possible, to these employees’ domestic partners and the eligible dependent children of the domestic partner.

B. Declaration of Eligibility

We, _____ and _____, each declare that we are domestic partners in accordance with the following criteria.
(employee-print name) (domestic partner-print name)

1. We have an ongoing and committed spouse-like relationship, which has existed for at least six months prior to the date of this Declaration.
2. We are both 18 years of age or older and competent to contract.
3. Neither of us is married, as defined by state law, nor the domestic partner of anyone else.
4. We are not in this relationship solely for the purpose of obtaining benefits coverage.
5. We must be financially interdependent and have documents to support at least two of the following conditions of such financial interdependence:

We have a single dedicated relationship of at least six months duration.

We have joint ownership of a residence.

We have at least two of the following:

A joint ownership of an automobile

A joint checking, bank or investment account

A joint credit account

A lease for a residence identifying both partners as tenants

A will and/or life insurance policy which designates the other as primary beneficiary

C. Declaration of Dependent Status (complete only if your domestic partner qualifies as a dependent for tax purposes):

1. I, _____ declare that my domestic partner meets the following criteria, as required
(employee-print name)
by Code section 152:

a. My domestic partner is a member of my household and my home is my domestic partner’s principal place of abode; and

b. I provide over one-half of my domestic partner’s financial support.

c. I declare that I claim my domestic partner as a dependent on my income tax returns.

D. Declaration of Domestic Partner Registration (complete only if you and your domestic partner have registered as domestic partners within the State in which you reside):

1. I, _____ declare that my domestic partner and I are registered as domestic partners in the State of _____. (Registration documentation may be requested.)
(employee-print name)

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Additional Information (Continued)

E. Change in Domestic Partnership (this section must be completed)

1. I, _____, the employee, agree to notify Super Micro Computer, Inc. in writing within 30 days if my
(employee-print name)
partner, _____, no longer qualifies as a domestic partner as attested to in this
(domestic partner print name)
Declaration. This written statement of termination shall be provided on the Super Micro Computer, Inc. Declaration of Termination of Domestic Partnership form and shall affirm the date as of which the domestic partnership status is terminated. The domestic partner understands that the employee's notification to Super Micro Computer, Inc. at the end of domestic partnership status shall be the sole necessary evidence for Super Micro Computer, Inc. to consider the relationship terminated.
2. I, _____, understand that a subsequent Declaration of Domestic Partnership cannot
(employee-print name)
be filed until six months after the date a prior Super Micro Computer, Inc. Declaration of Termination of Domestic Partnership form is filled with Super Micro Computer, Inc..

F. Acknowledgments

1. We have provided the information in this Declaration for use by Super Micro Computer, Inc. for the sole purpose of determining eligibility of the domestic partner and dependent children of a domestic partner under those Super Micro Computer, Inc. policies, guidelines, practices and benefit plans that provide coverage for domestic partners as from time to time established by Super Micro Computer, Inc.. Certain of these benefit plans are subject to the Employee Retirement Income Security Act of 1974 ("ERISA").
2. We understand that in order for dependent children of a domestic partner to be eligible for benefits, the relationship between the domestic partner and the child must be the same as the relationship between the employee and any of his/her dependent children that could be covered under the benefit plan. In addition, the child of the domestic partner must reside with the employee.
3. **We understand that enrollment of a domestic partner and his/her dependent children in certain benefit plans may have tax implications for the employee.**
4. We understand that, in addition to this Declaration, certain benefit plan (e.g., health plans) may require the completion of forms to enroll or disenroll a domestic partner.
5. We certify that the information on this form is complete, true, timely and correct, and we understand that failure to provide complete, true, timely, or correct information may result in loss of benefit plan coverage, personal liability for incurred benefit plan expenses, and the employee's termination of employment.
6. We have read and understand the terms and conditions contained in this Declaration of Domestic Partnership.
7. We understand Super Micro Computer, Inc. reserves the right to amend or terminate any of its policies, guidelines, practices or benefit plans at any time.
8. We understand that if we make any changes to this form, this Declaration will be null and void and will not be given effect by Super Micro Computer, Inc..

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Additional Information (Continued)

Community Property and Common Law Marriage Considerations:

Please be advised that some states have recognized non-marriage relationship as the equivalent of marriage for the purpose of establishing and dividing community property. Also, please be advised that this Declaration may establish some or all the requirements for a common law marriage or continuing support obligations under state law where applicable. You may want to consult legal counsel regarding these issues.

Super Micro Computer, Inc. reserves the right to request additional documentation to confirm the validity of your domestic partnership at any time.

Employee Signature

Domestic Partner Signature

Date

Date

Notarization (complete for both employee and domestic partner signatures)

State of _____ County of _____

On this _____ day of _____ in the year _____, before me

_____ personally appeared _____
(notary name) (employee name)

and _____ Personally known to be (or proved to me on the basis of
(domestic partner name)

satisfactory evidence) the persons whose names are subscribed to this instrument and acknowledged that they executed it.

(signature and seal of notary public)