

Affidavit of Common Law Marriage

We hereby attest that, on or about _____, 20____, (Date)
_____ ("Employee") and _____ ("Spouse") established a
common law marriage.

We profess to be spouses, we hold ourselves out to the community as being married, and we are generally treated and reputed to be spouses in the community in which we reside. We have satisfied the requirements of the State of _____ for treatment of our relationship as a common law marriage.

We understand that a common law marriage can only be dissolved by death or a formal divorce. We agree to notify the company within sixty (60) days of the dissolution of our common law marriage and to submit a court order in the event of divorce or a death certificate in the event of death.

I agree that providing false information or concealing important facts constitutes fraud and/or an intentional misrepresentation of material fact. It can be considered a violation of the law and may be punishable by a fine, imprisonment, or both. I understand that it can result in the Employer's recovery of any benefits improperly paid. I understand that I could be subject to disciplinary action up to and including termination of employment.

Common law marriages can be entered into in the following states:

- Alabama (only if common law marriage began before 01/01/2017) • Colorado • District of Columbia • Georgia (only if common law marriage began before 01/01/1997) • Idaho (only if common law marriage began before 01/01/1996) • Iowa
- Kansas • Montana • Ohio (only if common law marriage began before 10/10/1991)
- Oklahoma (only if common law marriage began before 11/01/1998) • Pennsylvania (only if common law marriage began before 01/01/2005) • Rhode Island • South Carolina (only if common law marriage began before 7/25/2019) • Texas* • Utah

*In Texas, there is a common law marriage when a couple 1) agrees to be married, 2) after that agreement lived together in Texas as spouses, and 3) represented to others that they were married.

Employee

Spouse

Notarization

State of: _____

County of: _____

_____ and _____ personally appeared before me and, being first duly sworn, declared that they signed this document in the capacity designated and further state that they have read the above document and that the statements therein are true.

Sworn to and subscribed before me this _____ day of _____, 20____.

(Seal)

Notary Public