

DEPENDENT CARE PROGRAM

Application for 2019 Dependent Care Subsidy

Please note: the information on this application is confidential, and will be treated as such.

Employee's Name: _____
(Please print)

Smith ID Number: _____

Please provide your household income for 2018 from your U.S. federal income tax return(s) for both you and your spouse (if there were two returns, add the amounts for each line):

- | | | | |
|-----|---|----------|-----|
| (1) | Wages, salaries, tips | \$ _____ | (1) |
| (2) | Interest income | + _____ | (2) |
| (3) | Dividends | + _____ | (3) |
| (4) | Other income (alimony received, business and farm income, capital gains, pensions, annuities, rents, unemployment compensation, social security, Railroad Retirement, and all other taxable income) | + _____ | (4) |
| (5) | Total family income: | \$ _____ | (5) |

Note: Please see the back of this form for important information about the Subsidy Program.

FOR HUMAN RESOURCES USE ONLY:

Verification of family income on federal income tax return(s):

Amount of Subsidy: \$ _____ Entered by: _____ Date _____

End-date: _____

Important Information about the Dependent Care Subsidy

A college-paid subsidy of \$717 to \$2,869 per year is available to help offset the cost of dependent care for Smith employees who meet all of the following criteria:

- Set aside at least \$100 for the calendar year in a dependent care spending account (Refer to the plan description for additional details on eligible dependent care expenses.)
- Have family income of \$66,875 or less
- File a joint or head-of-household federal income tax return

Please note the following conditions:

- The subsidy is pro-rated for employees who work less than full-time.
- For current employees, the subsidy is based on total family income in the prior tax year. There are no mid year adjustments.
- For new employees, the subsidy is based on current Smith salary OR prior-year family income, whichever is higher. Subsidy applications must be submitted within 30 days of the date of hire.
- The plan year for the subsidy runs from April to December. You may apply later in the year, but no retroactive adjustments will be made.
- The subsidy is not based on financial obligations or family size.
- Family income must be verified by a signed federal income tax return.
- Beginning in April, the dependent care subsidy is deposited proportionately into a dependent care spending account. For example, if you are eligible for a \$1723 annual subsidy, \$90.68 would be deposited into your spending account each pay period from April through December. This amount is in addition to the amount you elect to set aside yourself.

This subsidy program is funded in full by Smith College, and the college reserves the right to amend, modify, or terminate the program at any time.

<u>Family Income</u>	<u>2019 Subsidy of up to:</u>
\$28,487 or less	\$2,869
\$28,488 to \$34,886	\$2,510
\$34,887 to \$41,285	\$2,152
\$41,286 to \$47,685	\$1,793
\$47,686 to \$54,084	\$1,435
\$54,085 to \$60,483	\$1,076
\$60,484 to \$66,875	\$717