

# IMPORTANT INFORMATION ABOUT THE HEALTH CARE EXPENSE SUBSIDY

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A college-paid subsidy of between \$500 to \$2,869 is available to help offset health care expenses in 2022 for Smith employees who meet all of the following criteria:

- are covered under a Smith College family, employee + spouse, or employee + child/ren health insurance plan for 2022
- had family income of less than \$70,555 in 2021

**Please note the following terms and conditions:**

- 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.
- Subsidy eligibility is based on total family income (including income from a spouse) in the 2021 tax year. There are no midyear adjustments.
- Family income must be verified by a signed federal income tax return. If yours is a two-income household, both spouses' income must be verified by your tax return(s).
- Up to the first \$500 of the subsidy amount is made available through a health care flexible spending account and is nontaxable to the employee.

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**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.**

**Health plans covering 3 or more**

<b><u>Family Income</u></b>	<b><u>Subsidy of up to:</u></b>
\$29,637 or less	\$2,869
\$29,638 to \$36,458	\$2,510
\$36,459 to \$43,278	\$2,152
\$43,279 to \$50,099	\$1,793
\$50,100 to \$56,919	\$1,435
\$56,920 to \$63,740	\$1,076
\$63,741 to \$70,554	\$717

**Health plans covering 2 people**

<b><u>Family Income</u></b>	<b><u>Subsidy of up to:</u></b>
\$29,637 or less	\$1,980
\$29,638 to \$36,458	\$1,732
\$36,459 to \$43,278	\$1,485
\$43,279 to \$50,099	\$1,237
\$50,100 to \$56,919	\$990
\$56,920 to \$63,740	\$742
\$63,741 to \$70,554	\$500