

IMPORTANT INFORMATION ABOUT THE HEALTH CARE EXPENSE SUBSIDY

A college-paid subsidy of \$500 to \$2,869 is available to help offset health care expenses in 2020 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 during 2020
- had family income of less than \$68,882 in 2019

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 or family size.
- Subsidy eligibility is based on total family income (including income from a spouse) in the 2019 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.

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.

Family/ + Children Health Coverage

<u>Family Income</u>	<u>Subsidy of up to:</u>
\$29,782 or less	\$2,869
\$29,783 to \$36,300	\$2,510
\$36,301 to \$42,817	\$2,152
\$42,818 to \$49,335	\$1,793
\$49,336 to \$55,853	\$1,435
\$55,854 to \$62,371	\$1,076
\$62,372 to \$68,882	\$717

Employee + Spouse /+ Child Health Coverage

<u>Family Income</u>	<u>Subsidy of up to:</u>
\$29,782 or less	\$1,980
\$29,783 to \$36,300	\$1,732
\$36,301 to \$42,817	\$1,485
\$42,818 to \$49,335	\$1,237
\$49,336 to \$55,853	\$990
\$55,854 to \$62,371	\$742
\$62,372 to \$68,882	\$500