

Important Information about the Dependent Care Subsidy

A college-paid subsidy of \$753 to \$3,012 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 household family income of \$74,787 or less
- File a joint or head-of-household federal income tax return for 2022

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 2022 income tax return.
- Beginning in April, the dependent care subsidy is deposited proportionately into a dependent care flexible spending account. For example, if you are eligible for a \$1,506 annual subsidy, \$79.26 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>2023 Subsidy of up to:</u>
\$31,416 or less	\$3,012
\$31,417 to \$38,645	\$2,636
\$38,646 to \$45,875	\$2,259
\$45,876 to \$53,105	\$1,883
\$53,106 to \$60,334	\$1,506
\$60,335 to \$67,564	\$1,130
\$67,565 to \$74,787	\$753