

Back-Up Care

The Back-Up Care Advantage Program makes it easier to balance the competing demands of work and life by providing temporary child and adult back-up care when regular care is not available. Bright Horizons, a national leader in dependent care, is administering this program for Raytheon.

You can use this service for planned needs like school vacations or for last minute emergencies, such as when your regular caregiver is ill or on vacation or to temporarily accommodate flexible work schedules. The program can also be used for in-home mildly ill child care.

Back-up care is designed to provide care when you need to be at work. The days and hours that back-up care is available, however, will vary depending on the type of care needed and/or the center hours (if applicable). You can use back-up care services for up to 20 uses per dependent/per year.

There is a \$15.00 copayment for center-based care (with a maximum of \$25.00 per family/day), and a \$4.00 per hour copayment for in-home care (4-hour minimum). The company's portion of the cost of the services you use will be treated as imputed taxable income, consistent with IRS requirements.

You can get additional information about back-up care or register for services, by calling 877-BH-CARES (877-242-2737), or by visiting <http://backup.brighthorizons.com>.

The login information you'll need is:

User name: Raytheon

Password: 4backup (note: the password is case sensitive)

*Benefits for employees represented by a bargaining unit will be in accordance with their collective bargaining agreement.

Every effort has been made to make the information on this site as accurate as possible. The material provided here is for informational purposes only. If there is any discrepancy, the official plan documents always govern. The complete details of the plans are contained in the relevant trust agreements and formal plan documents, which govern the rights and obligations of the participants, beneficiaries and insurer of the plans. These contracts and other plan documents will govern in the event of any questions or disputes involving the plan. Benefits for employees who are represented by a bargaining unit will be in accordance with their collective bargaining agreement. Service Contract Act and Davis Bacon Act employees will continue to have their benefits administered in accordance with those laws.

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