

## **Enhanced Bright Horizons Services** *Information for Legacy Raytheon Employees*

Effective September 14, 2020, Raytheon Technologies will enter a new agreement with Bright Horizons, offering enhancements to the dependent care benefits previously available to legacy Raytheon employees.

**Bright Horizons Back-up Care** provides access to back-up care for your children, adult and elder family members during a lapse or disruption in normal care arrangements.

### ***What's new for Raytheon employees?***

**1. Annual 30 days of back-up care:** All back-up days for registered employees will be refreshed and everyone will receive 30 days/dependent in their account/bank to use from October 2020 – September 2021.

- Any remaining days in your account prior to the new agreement will no longer be available and will be replaced with 30 days on October 1, 2020.
- New parents will receive an additional 10 days of care.

**2. Expanded care network:** The Bright Horizons network now includes the Kindercare network, nearly doubling the number of caregivers available. Employees can choose either in-home or center based care using the Bright Horizons expanded network of caregivers and centers.

**3. Additional access and discounts:** Enhanced family supports continue to be available, now with more options and discounts. Supports include:

- Free premium access to Sittercity, a fantastic solution for finding babysitters, virtual sitting, pet care providers and housekeepers.
- Discounts on a local, high-touch nanny placement service for full-time child care.
- Access to elder caregiving resources, learning pods, discounts on academic support, tutoring, and test prep services and special privileges for full-time child care, such as preferred enrollment at Bright Horizons centers.

Employees continue to have access to the **Bright Horizons College Coach**, providing resources to maximize your child's academic success.

RTX subsidizes this valuable benefit; employees pay a small co-pay for the services they use.

- In-home care co-pay is \$4/hour (minimum 4 hours).
- Center based care co-pay is \$15/day single child; \$25/day multiple children.
- The IRS requires employees pay taxes on the value of the benefit they use. You will be taxed 22% on the RTX subsidized portion of the benefit. This can be viewed on your paycheck the month following utilization. Raytheon subsidy for in-home care is \$16/hour; center based care is \$33/day.

Visit the [Caring for Yourself and Your Family page](#) on RTXConnect for additional Bright Horizons information, including Frequently Asked Questions and program overviews.

### **Access Your Benefits**

Visit <https://clients.brighthouse.com/raytheon>. If prompted, enter  
Employer Username: Raytheon | Password: Benefits4You