

Adoption Assistance Program

Eligible employees can receive up to \$6,000 in adoption assistance benefits for the adoption of a child up to age 17. This amount, may be taxable to you if your adjusted gross income (joint income if married) for tax purposes is more than the IRS limit. You should consult your tax advisor to determine the extent to which, if any, adoption assistance benefits may be taxable to you. The adoption assistance benefit applies to each finalized adoption and is designed to offset your out-of-pocket costs, including legal expenses, travel, agency fees, and certain medical expenses. To apply for adoption assistance benefits, you must complete an Adoption Assistance application form. You can get this form online, or you may call the [Raytheon Benefit Center](#) at 800-358-1231, Monday - Friday, 8 a.m. - 8 p.m., ET, to request a copy of the form or to ask questions about adoption assistance benefits.

* 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.