

## Badger

**Child Care Reimbursement Policy**

Child Care Reimbursements are intended to help Team Members pay for child care expenses by granting awards of up to $200 a week, up to $800 a year. These amounts are allocated per child, per family, and are available to part time and full time Team Members. The inspiration for the $200 /week amount is to help support the cost of four weeks of camp.

The policy covers eligible child care, including infant and toddler day care, pre-school/pre-K programs, school-age summer day camps/programs, and elementary school-age before/after school care (through eighth grade). This funding is not available to parents for children who are enrolled in Calendula Garden Children’s Center. For more information about subsidized care through Calendula Garden Children’s Center, please refer to the following section of the handbook.

The maximum annual dependent care assistance that an employee can receive tax-free under a qualified written plan is $5,000. Reimbursements made to employees, by Badger, contribute to this $5,000 limit as do employee contributions to the Dependent Care Flexible Spending Account (DCFSA). Any amount over $5,000 will be reported as income.