



Bright Horizons Subsidized Rates

While Boeing pays for the cost of Back-Up Care, there are co-pays associated with the type of care received (co-pays are collected by Bright Horizons). There is no deduction to the employee's pay for using the Back-Up Care benefit; however, Boeing is required to report the value of this benefit as taxable income that will be imputed and will show up as an Employer Paid Benefit labeled "Elder Child Care" on your paycheck. In the example, a US-based employee uses the Center Care benefit for their child with a fair market value of \$97 for one day of care. The employee would be responsible for the \$15 co-pay (paid to Bright Horizons) and be taxed on the imputed income amount of \$82.

Example Scenario for US-Based Center Care – Child		
Fair Market Value – Copay = Taxable Income		
Fair Market Value	Co-Pay (Daily)	Taxable Income
\$97	\$15	\$82

	Child Care Center			In-Home Care – Child			In-Home Care – Adult			In-Home Care – Mildly Ill Child			Virtual Tutoring			Pet Care		
	Fair Market Value	Co-Pay (daily)	Taxable Income	Fair Market Value	Co-Pay (daily)	Taxable Income	Fair Market Value	Co-Pay (daily)	Taxable Income	Fair Market Value	Co-Pay (daily)	Taxable Income	Fair Market Value	Co-Pay (daily)	Taxable Income	Fair Market Value	Co-Pay (daily)	Taxable Income
United States (US)	\$97	Child: \$15	Child: \$82	\$212	\$4 / hour	\$196	\$291	\$4 / hour	\$275	\$318	\$4 / hour	\$302	\$97	\$0	\$97	\$150	\$0	\$150
		Family: \$25	Family: \$72		\$16 min			\$16 min			\$16 min							

Out of Network Care		
Fair Market Value	Co-Pay (daily)	Taxable Income
\$100	\$0	\$100

Costs

*Co-pay - What the employee will pay up front (collected by Bright Horizons one day after service via credit card or electronic fund transfer). Center Care co-pay examples shown are charged daily. In-home hourly co-pay examples shown are based on eight hours of service.

**Taxable Income - The taxable amount after the co-pay is deducted from the regional fair market value (this is the amount that will be on your paycheck and labeled as "Elder Child Care").

Co-Pays are set per hour with a four hour minimum requirement unless specified as a daily co-pay.

Rates effective as of January 1, 2023

Total Rewards