

What are the maximum and minimum DCAP Benefits that I may elect?

You may choose any amount of Dependent Care Expenses reimbursement that you desire under the DCAP*, subject to the minimum reimbursement amount of \$120 and the maximum reimbursement amount described below. You will be required to pay the annual DCAP**“premium” equal to the coverage level you have chosen.

The amount of Dependent Care Expenses reimbursement that you choose cannot exceed the maximum amount specified in Code §129. The maximum amount is currently \$5,000 for a calendar year if you:

- are married and file a joint return;
- are married, but you furnish more than half the cost of maintaining those dependents for whom you are eligible to receive tax-free reimbursements under the DCAP, your Spouse maintains a separate residence for the last six months of the calendar year, and you file a separate tax return; or
- are single or are the head of the household for tax purposes

If you are married and reside with your spouse but you file a separate federal return, then the maximum DCAP* Benefit that you may elect is \$2,500 for a calendar year.

The above maximum (\$5,000 or \$2,500 for a calendar year, as applicable) applies to the amount that you may elect under this Plan and any plan of your Spouse. However, the above maximum is just the greatest amount that is possible; the election amount that applies to you may be less than the above maximum because of other limitations.

**DCAP – Dependent Care Assistance Plan*