

DEPENDENT CARE SPENDING ACCOUNT CHANGES 09/01/06

<i>EVENT</i>	<i>DOES THE EVENT JUSTIFY A CHANGE?</i>
Change in rates by dependent care provider. This provision apparently applies even if rate change is attributable to change in child's circumstances (e.g., child "graduates" from baby room or is entitled to a "toilet trained" price reduction)	YES.
Child becomes disabled, changing need for health and day-care coverage	YES, if employee or spouse quits work or reduces hours to care for child.
Child clears waiting list for dependent care provider	NO.
Dependent's loss of benefit eligibility	YES.
Illness or recovery from illness	NO.
Legal separation	YES.
Paid leave of absence which impacts the need for benefits (e.g., paid maternity leave or short term disability)	NO.
Pregnancy or miscarriage	NO.
School district change-- half-day to full-day or visa versa	YES.

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Strike impacting work	YES.
Transfer between divisions or subsidiaries that have and do not have cafeteria plan benefits	YES.
Visiting relative's ability to provide dependent care	NO.
Work shift change impacting need for dependent care e.g., day shift to night shift or visa versa	YES.
Work site change impacting cost or need for dependent care	YES.
Employee's spouse quits looking for employment	YES. Employees must cease participation. They are no longer qualified participants.
Day care expenses for dependent of self-employed spouse.	YES.
Divorced parents	In order to work, the custodial parent can elect to participate in the dependent care assistance program, regardless of which parent claims the child as a tax dependent.
Employee becomes eligible under second job	NO.

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Court imposed custody order or QMCSO	YES.
Change in provider	YES.
Legal separation	YES.