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About my Benefit

UAW-GM has partnered with Bright Horizons to administer the UAW-GM Scholarship Program for Dependent Children (DSP). This partnership brings the following enhancements:

- A web-based software system provides a streamlined process for submitting applications
- Academic and Financial wellness coaching at no cost to you
- Valuable tuition savings at a number of regionally accredited colleges and universities through the Education Network

If your question is not answered below, you can contact Bright Horizons by submitting a Support Ticket. This will connect you directly to a Bright Horizons administrator. Or, to get real-time answers, you can connect directly with our support team via Live Chat on the website!

How Can I Get Started?

You can log into Bright Horizons EdAssist Solutions to submit an application, view resources regarding your tuition benefit, or submit a support ticket.

Network

The Education Network is a group of more than 200 selected schools and educational providers that offer unique benefits to you as an employee. Benefits vary from school to school but may include:

- Tuition reductions
- Waived application fees
- A dedicated contact for students

While these benefits are primarily focused on working professionals, some schools also extend discounts on select programs to immediate family members. To learn more, select *View Discounts from Eligible Schools* from the Home page of the Bright Horizons EdAssist Solutions website.

Eligibility

What Are the Eligibility Requirements?

An active employee is defined as a UAW-represented GM U.S. employee with 90 days seniority on the active employment roll or on a temporary layoff and/or full-time temporary employees with at least 90 days of continuous service. The following DSP eligible employees are those who are:

- On Active Employment Rolls
- On Temporary Layoff
- On Leave of Absence under provisions of Paragraph (109)
- In-Progression Employees
- On Military Leave of Absence
- On Education Leave of Absence

Employees on a Medical Leave of Absence at the start of a course are not eligible for DSP benefits until they return to work. Employees who accept a voluntary termination of employment, i.e. buyout, are not eligible for DSP benefits.

If both parents are eligible employees, only one parent may request and be awarded benefits for the dependent child annually.

What Degrees or Education Programs Are Eligible?

All coursework must result in academic credit or certification of completion. Continuing Education Units (CEUs) are eligible if they are granted for achieving a certificate or certification.

Educational programs that are covered include:

- Master's Degree
- Doctorate Degree
- Bachelor's Degree
- Associate Degree
- Certificate (must have measurable course completion requirement beyond attendance/participation)
- Certification/Designation
- Post secondary education, or training at an institution accredited by a governmental or nationally recognized agency

Education programs that are not covered include, but are not limited to:

- Individual courses for sports, recreation, or hobbies, unless part of a degree program
- Designation, and license exams

What Schools or Providers Can I Attend?

All coursework must be provided by an institution holding Regional or National accreditation. You can determine if your school or provider holds Regional or National accreditation by searching the U.S. Department of Education's website: <http://ope.ed.gov/accreditation/>.

Certifications/Designations must be provided by a professional association, certifying body, or institution authorized to award the industry-accepted certification/designation.

The list of Regional Accrediting Agencies listed below is subject to change without notice:

- **MSA:** Middle States Association of Colleges and Schools
- **MSCHE:** Middle States Commission on Higher Education
- **NCA:** North Central Association of Colleges and Schools
- **NEASC:** New England Association of Schools and Colleges
- **NEASC-CTCI:** New England Association of Schools and Colleges and Committee of Technical and Career Institutions
- **NWCCU:** Northwest Commission on Colleges and Universities
- **OSRHE:** Oklahoma State Regents for Higher Education
- **SACS:** Southern Association of Colleges and Schools
- **WASC:** Western Association of Schools and Colleges
- **WASC-ACCJC:** Western Association of Schools and Colleges and Accrediting Commission for Community and Junior Colleges

The list of National Accrediting Agencies listed below is subject to change without notice:

- **AABI:** Aviation Accreditation Board International
- **AARTS:** Association of Advanced Rabbinical and Talmudic Schools
- **ABHE:** Association of Biblical Higher Education
- **ACBSP:** Accreditation Council for Business Schools and Programs
- **ACCSC:** Accrediting Commission of Career Schools and Colleges
- **COE:** Council on Occupational Education
- **DETC:** Distance Education and Training Council

Providers holding specialized accreditation are also eligible under the program.

What Expenses and Fees Are Covered?

Eligible expenses include:

- Tuition or General Fees
- Books
- Registration fees
- Laboratory and Mandatory Service fees

Your tuition and eligible expenses will be paid at 100% up to your annual benefit amount.

Employees are responsible for all ineligible expenses including, but not limited to:

- Supplies, Equipment, Products, or Materials

- Late registration or Add/Drop Fees
- Transportation or Parking Fees
- Student ID Fees
- Meals or Recreational Activities
- One-time or Non-mandatory Fees, i.e. application fees
- Test or Examination Fees
- Graduation or other expenses
- Lodging
- Tools, materials, or supplies (other than textbooks) that can be kept after completing the course of instruction

How Much Can I Spend?

Eligible expenses will be covered up to the annual benefit amount for the calendar year in which the course starts. Payment amounts are based on your Full Time/Part Time Student status at the time of payment processing.

Student Status	Annual Benefit Amount
Full Time Student	\$1600 per dependent
Part Time Student	\$1600 per dependent

Using My Benefit

When Do I Need to Submit my Application?

Applications may be submitted up to 30 days prior to the term start date. Applications submitted after term start date will be automatically denied by the system.

How Do I Check the Status of My Application?

You can check the status of your application at any time by logging into Bright Horizons EdAssist Solutions. You will also receive email notifications when your application status changes; please make sure your email address in your Bright Horizons EdAssist Solutions profile is current to ensure you receive these updates.

Does My Manager/Supervisor Need to Approve My Application?

Your application will be reviewed for policy compliance by EdAssist and then forwarded to the UAW-GM Joint Skill Development and Training Committee for final approval.

How Do I Check the Status of My Application?

You can check the status of your application at any time by logging into EdAssist. You will also receive email notifications when your application status changes; please make sure your email address in your EdAssist profile is current.

What if my Application is Denied?

Your benefit was designed to enforce your employer's policy. If your application is denied, you'll receive an email that includes the reason for denial. If you believe your application was denied inappropriately, you can

submit an appeal directly from within EdAssist for review by system administrators and the UAW-GM Joint Skill Development and Training Committee.

Is There a Minimum Grade Requirement?

A dependent enrolled as a full-time student in a degree or certificate program at a college or university must achieve a 1.0 or higher GPA for the academic term in which reimbursement is being requested.

A dependent enrolled as a part-time student in a degree or certificate program at a college or university or taking individual courses must successfully complete each course in which reimbursement is being requested. Reimbursement will be based on the charged per credit hour or per course amount. Failed, withdrawn, or incomplete courses are not eligible for reimbursement.

How Do I Get Reimbursed?

Upon application approval, you are responsible to make all required payments directly to your school and will be reimbursed for eligible expenses upon successful course completion. You must submit proof of successful course completion (grades or certificate of completion) and an itemized invoice of tuition and fees and proof of payment within 30 days after course completion in order to receive reimbursement.

You will receive an automated email notification when your application is processed for payment, and you should receive your payment via payroll on a quarterly basis.

Will I Be Taxed?

Payments under the UAW-GM Dependent Scholarship Program will be subject to applicable federal, state, and local income tax provisions.