

# Stanley Black & Decker Adoption Benefit

In the United States, more than 100,000 children are currently waiting for adoption. Many of these children live in institutions and may never have a normal family life.

The Stanley Black & Decker Adoption Benefit helps eligible non-bargaining employees who have completed 30 days of continuous service at participating locations who make commitments to these children. The scheduled benefits depend upon the degree of commitment or the special problems of the adopted child.

This benefit is intended to help you bring a new child into your home. It will also cover the adoption of a foster child that you already have in your home.

## **ADOPTION BENEFIT- \$5,000**

SBD will reimburse you up to \$5,000 for each child you legally adopt. This lump sum payment will be made after the adoption is final. The allowance is intended to offset agency charges, legal fees and transportation expenses in the adoption process.

## **FOSTER PARENT ALLOWANCE- \$1,000**

There is a critical shortage of quality foster homes for needy children who otherwise have to be placed in an institution. Becoming a foster parent is an important way to make a temporary, but significant, commitment to one of these children.

SBD will reimburse you up to \$1,000 the first time you complete having a foster child in your home for six months as a successful foster parent. The six months need not be consecutive and may include short-term placements of several foster children. This is a one-time lump sum payment to help you adjust to the extra living expenses for taking a child in your home on a temporary basis. To be eligible for this benefit, you must work through a licensed state agency to qualify as a foster parent. If you later adopt your foster child, the adoption allowance would be reduced by your \$1,000 foster parent allowance.

If you are a newly eligible employee who is currently a foster parent, your 6 months of having a foster child in your home begins on the date you became eligible for this benefit.

## **TO CLAIM BENEFITS**

To qualify for the foster parent allowance, you must submit a copy of the foster parent agreement certifying that you are a licensed foster parent along with documentation of having a foster child in your home for 6 months.

For the other adoption allowance, you must submit a copy of the final, **certified** adoption papers to the Corporate Benefits Department. Documentation must be submitted within the first year of the court approval date.

Reimbursements will only be made to actively paid employees. Since this benefit payment may be taxable income, it will be subject to the required government withholding, if required.