



Tuition Discount FAQs:

About Your Discounted Child Care:

1. What are the details on the MITRE discount at Bright Horizons?

Beginning September 1, 2021, all MITRE full- and part-time employees are eligible to receive a 20% tuition discount, subsidized by MITRE, at Bright Horizons child care centers across the country, as well as priority enrollment that moves you up on any current waitlist at any Bright Horizons U.S. facility.

In addition, you will be given priority access to two Bright Horizons centers nearest to our main campuses in McLean and Bedford: Bright Horizons at Boone Boulevard in Vienna, VA, and Bright Horizons at Crosby in Bedford, MA.

Bright Horizons will work with our hybrid staff who wish to investigate child care services across multiple facilities to specifically meet their flexible scheduling needs (for example, three days a week at a center near the office combined with two days a week at a center near your home).

2. Where can I find a list of participating centers, and what are their hours of operation?

Bright Horizons offers a variety of early education and preschool programs across the country, where you can receive 20% off the center's standard tuition rates, plus waived registration fees for new enrollees. [Click here](#) to find a center near you and to learn more about each center, including the programs offered and hours of operation.

You can also call the Bright Horizons contact center at 855-694-4537 to speak with a live representative who can support you in locating a nearby center, as well as answer questions and assist you with scheduling a virtual tour of the center.

Eligibility and Availability:

3. Who is eligible for the tuition discount?

The 20% tuition discount is exclusive for dependents of regular full-time and part-time benefits-eligible MITRE employees in the United States. At this time, the tuition discount is not open to PTOC employees, students, interns, or contractors.

This discount starts for all currently enrolled dependents of eligible MITRE employees on September 1, 2021.

If your child is already enrolled in a Bright Horizons center and you meet the eligibility requirements, you will automatically receive the discount starting September 1, 2021.

4. What ages do the centers serve and what is the capacity at the centers?

Most Bright Horizons centers serve children ages six weeks through 5 years in their infant through kindergarten prep programs. The capacity and ratios vary by center and are designed to support one-on-one interactions between the teachers and children, an in-depth understanding by the teachers of the individual needs of each child, and the formulation of consistent caregiving routines based on the teachers' knowledge of the individual children. These teacher-to-child ratios also support enhanced development, particularly language development. You can check on individual center ages and capacities on the tuition discount [website](#). Due to COVID-19, the capacity and ratios are subject to change based on the state guidelines and enhanced center protocols. For additional information outlining Bright Horizons protocols and safety measures, please visit brighthouse.com/health-safety

5. I'm currently not benefits eligible but will be converting to a benefit eligible status in the near future. When am I eligible for the discount at Bright Horizons?

You will be eligible for the discount after the effective date of your status change to benefits eligible.

Enrollment Process:

6. How do I enroll my child?

If you are interested in enrolling your child(ren), you will need to complete a registration form via the MITRE tuition discount [website](#) after setting up a Bright Horizons login. Simply click on the **Register Now** button to get started.

7. How are enrollment spaces allocated?

Enrollment is accepted and confirmed by the centers according to space availability on a first come, first served basis. As a MITRE employee, you will receive priority access that moves you up on a center's waitlist.

8. How soon can I enroll my child if I'm placed on the waitlist?

As an MITRE employee, you receive priority access that moves you up of a center's waitlist. The length of time will vary depending on the size of the waitlist and the ages of the children. Bright Horizons will send periodic communications to keep you informed of your status on the waitlist and will do everything they can to try to offer you a space as soon as it becomes available. Families may decline an offer and maintain their current position on the waitlist once. After the second decline, their name will be moved to the bottom of the MITRE-priority waitlist.

9. Are there part-time enrollment options?

Yes, many of the Bright Horizons centers offer a variety of part-time schedule options to meet working families' needs. Please check with your preferred location for details.

Tuitions and Fees:

10. What are the tuition rates?

Tuition rates vary by center. As a MITRE employee, you receive a discounted rate of 20% off the center's standard tuition rate. Click [here](#) to locate a center near you.

11. Is there a registration fee for enrollment?

Yes, however MITRE employees receive waived registration for new enrollees.

12. How is tuition billed and collected?

Tuition is billed and collected monthly. Tuition is due on the 25th of the prior month. Example: September monthly tuition will be due on August 25th.

13. How is tuition paid?

Tuition is paid via a funding source (i.e., ACH account information) that you set up in your enrollment profile. Tuition is paid one month in advance and is deducted on the 25th of the prior month. If you start on any day other than the first of the month, tuition is prorated.

14. If I am no longer employed by MITRE, does my child have to dis-enroll?

If you are no longer employed with MITRE, you may continue to use the center. After your last day of employment, your tuition rate will convert to the standard center tuition rate and will be prorated based on

your last day of employment.

15. Can I still use my Dependent Care FSA funds to pay for tuition at Bright Horizons?

Yes, employees can still use funds they contribute to Dependent Care FSA to pay for Bright Horizon tuition costs.

16. In locations where a sibling discount is offered, am I eligible to receive both the MITRE tuition discount and the sibling discount?

Yes, you are eligible for both discounts in accordance with the center's sibling discount policy.

About Bright Horizons:

17. Can you provide more background on Bright Horizons?

Bright Horizons' core business is employer-sponsored care. They were founded more than 30 years ago and now partner with more than 1,000 employers across the United States, the United Kingdom, the Netherlands, and India. Their client list includes more than three-fourths of the companies on *Working Mother* magazine's "100 Best" list. In addition, their client list includes more than half of those named to *FORTUNE* magazine's "100 Best Companies to Work For." It should be noted that Bright Horizons has also been named to the *FORTUNE* list 20 times. Bright Horizons is an organization recognized for ethics, collaboration, community service, and excellence in the childcare industry.

18. What curriculum is used at the centers?

Bright Horizons' successful core curriculum, *World at Their Fingertips*, is used at all of their centers. This curriculum includes an emphasis on STEM (science, technology, engineering, and math) that creates an exciting and immersive learning experience for children. To learn more about the Bright Horizons curriculum, please visit brighthorizons.com/early-education-preschool/proven-approach.

19. What does STEM look like in a Bright Horizons center?

STEM exploration is encouraged through Bright Horizons' emergent curriculum and project work. Children are encouraged to make observations, ask questions, identify problems, and explore solutions. Classroom environments include designated STEM centers where materials for STEM explorations are always available for children and include a variety of natural objects, books, games, and other materials that are regularly rotated to keep them fresh. Many centers also have indoor and outdoor STEM labs.

20. What are the qualities and qualifications of the teaching staff?

Bright Horizons works to recruit and hire high quality teachers. The staff are nurturers as well as educators who encourage learning through exploration and partnership with parents. They are trained to deliver a high standard of quality care. All candidates undergo a thorough screening, including a Bright Horizons enhanced background check and state-required background checks. All teachers must meet state educational licensing and additional center requirements.

21. What quality standards does Bright Horizons follow?

Bright Horizons follows the National Association for the Education of Young Children's (NAEYC) recommendations for staff-to-student ratios at each of their facilities. NAEYC has developed standards to define and recognize quality childcare programs. To be accredited, a child care program must meet a variety of strict criteria, including having a well-trained faculty, good staff-child ratios, and group sizes and a comprehensive curriculum, as well as meet stringent health and safety standards. The program must also provide meaningful opportunities for family involvement.

22. What resources does Bright Horizons offer to families?

Bright Horizons offers many resources to support families' efforts to nurture their children's development, be actively involved in their education, and balance work/life demands. See www.brighthorizons.com/family-

[resources](#) for more details on these tools.

Health & Safety Protocols:

23. **What enhanced health and safety protocols are implemented at the centers?**

Bright Horizons has implemented health and safety practices that are in line with recommendations provided by the CDC and requirements of state and local municipalities, and have the well-being of children, families, and staff at their core. Bright Horizons partnered with a pediatric infectious disease specialist at Boston Children's Hospital to implement enhanced safety protocols. The centers' teams are committed to observing these protocols and Bright Horizons continues to consult with experts and monitor updated guidance so that the protocols evolve with new learnings around COVID-19, for the protection of children, families, and teachers. For additional information outlining Bright Horizons protocols and safety measures, please visit brighthorizons.com/health-safety.