

**Income Based Health Reimbursement Arrangement (HRA)**

This benefit is used to help eligible associates and their covered dependents can use these funds to pay for copays, deductibles, coinsurance, and prescriptions. Nemours Children’s will fund up to \$1,000 for single and \$2,000 for family coverages. Since this is funded by Nemours Children’s, associate contributions are not permitted and unused funds do not roll over year to year. This arrangement is available for associates who meet the household income limits below and are enrolled in either the Red, Blue or White Plans. *Associates enrolled in the green plan and SAVI are not eligible for this benefit.*

<b>Number of individuals on Form 1040</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
<b>Annual household income less than:</b>	<b>\$30,912</b>	<b>\$41,808</b>	<b>\$52,704</b>	<b>\$63,600</b>	<b>\$74,496</b>	<b>\$85,392</b>

Participation in this benefit is voluntary and requires completion a one-page application along you’re your prior year tax returns.