

Get Ready for 2024 Open Enrollment

October 11th to October 31st



Annual Enrollment

- We are offering PTO buyback for eligible associates, paid at 80% of its value.
- January 1, 2024, our Flexible Spending Accounts and the Health Savings Account will be administered by HealthEquity.
- Remember to declare your beneficiaries for your benefits, including Retirement Plans, Basic Life, Voluntary Life, and AD&D.
- One of our Long-Term disability plans includes a \$15,000 monthly max.



Health Care Benefits



Medical plans:

Red, Blue, White, and Green (with HSA) plan.

Plan Features:

- 100% coverage for in-network preventive care (checkups, shots, screenings) if on the preventive schedule.
- Limit to what you'd pay in a worst-case scenario (the out-of-pocket max).
- Plus, depending on which plan you choose...



Individual	\$500 - \$2,500	Family	\$1,000 - \$5,000	(No change)
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Special tax-saving Health Savings Account (with Green medical plan only). Nemours will contribute up to \$250 for individuals, or \$500 for families.

Eligible associates who meet income based guidelines may receive a Health Reimbursement Arrangement (HRA) from Nemours. \$1,000 for single and \$2,000 for family coverage will help offset your out-of-pocket deductible, coinsurance, and copays. This HRA only applies to the Red, White, or Blue medical plans.

SAVI Plan: If you are eligible (currently enrolled in a Nemours Medical Plan or SAVI and have eligible alternative coverage for 2024) and enroll in SAVI, your out-of-pocket expenses are paid by SAVI, up to the ACA maximums of \$9,450 for single and \$18,900 for family.

- Quantum Health
- Dental
- Vision
- FSA
- Wellness Program
- Amwell Telemedicine
- Centers of Excellence
- Fertility Support
- Exercise Therapy
- Diabetes Reversal
- Expert Medical 2nd Opinion



Financial Benefits

403(b) Retirement Plan: Nemours will make a base contribution of at least 3%, and a match to your contribution at 50%, up to 4% of your salary. Meaning you can earn an extra 2% contribution by contributing 4%. You are eligible for Nemours contributions if you have an FTE of .4807 or more, which equates to being scheduled for 19 hours or more of work each week.



- Short-Term & Voluntary Long-Term Disability
- Life/AD&D
- MetLife Legal
- Dependent Care FSA
- Long Term Care
- Critical Illness
- Accident Insurance
- Hospital Indemnity
- ID Theft Protection



Work-Life Balance Benefits

- Employee Assistance Program
- Tuition Reimbursement & Tuition.io
- Adoption Assistance
- Volunteer Time Off
- PTO
- Parental Leave