

## Sheltered Employee Retirement Medical Account (SERMA)

When you retired from Intel as a U.S. employee, Intel establishes a Sheltered Employee Retirement Account (SERMA) account for you. You may use your SERMA credits to reimburse yourself for either Intel Retiree Medical Plan premiums and non-Intel sponsored health care premiums or COBRA paid for you, your spouse or Domestic Partner, and your eligible children. Eligible reimbursements may include premium payments for:

- Intel Retiree Medical Plan (IRMP)\*
- Individual health insurance
- Other employer retiree group plans
- COBRA
- Medicare & Medigap
- Long-term care

*\*IRMP premiums are automatically processed and do not require you to submit for reimbursement.*

You can use the money in your account to pay for eligible health care premium expenses until the balance is exhausted.

### **Can I be enrolled in IRMP and use my SERMA to purchase other insurance as well?**

Yes, if you enroll or are enrolled in IRMP, you may also use your SERMA toward other after-tax health care insurance premiums, including your spouse, Domestic Partner or eligible children.

### **I am not enrolled in the IRMP and would like to use my SERMA for other health insurance premiums.**

#### **How do I do that?**

If you have available SERMA credits, a reimbursement account will automatically be set up for you with Your Spending Account™ (YSA). You may use Your Spending Account™ to reimburse yourself for health care premium costs that you incur.

### **Can I use SERMA to purchase coverage for my spouse or dependent children?**

Yes, you can use your SERMA to purchase individual insurance for yourself, your spouse and your eligible dependent children. If you are Medicare eligible, you may not purchase IRMP coverage for your spouse or dependents if you do not enroll in IRMP.

### **If I want to remain enrolled in IRMP, may I use SERMA to purchase other coverage for my family?**

Yes.

### **My spouse is actively working and I am enrolled in my spouse's employer group medical plan. Can I use SERMA to pay the premium?**

No, you may not use SERMA to reimburse yourself for another company's active employee group coverage. A list of eligible coverage types is available on the Eligible Expense list in the Knowledge Center on the YSA website.

### **I am currently enrolled in the IRMP, how will I be reimbursed?**

You may use your Sheltered Employment Retiree Medical Account (SERMA) credits to offset your monthly IRMP premiums until you exhaust your SERMA credits. When enrolling for the IRMP you will have the option to pay 25%,

50%, 75%, or 100% of your IRMP premiums with SERMA credits. Your SERMA balance will automatically be depleted each month for the portion of the IRMP cost you choose. Your remaining balance is available online for your review anytime.