

HSA PRORATION

Employer contribution opportunities:*

- Automatic Seed: Full amount earned if HSA opened and contribution deposited in first quarter (on or before March 31). Amount prorated for full months each month thereafter.
- Wellness Incentive: Full amount earned if qualified in first quarter (on or before March 31). Amount prorated for full months each month thereafter.

AUTOMATIC SEED

Benefits Eligible Month	Prorated Schedule	Seed (\$) Associate-Only Coverage	Seed (\$) Family Coverage
January - March	12 months	250.00	500.00
April	9 months	187.50	375.00
May	8 months	166.67	333.33
June	7 months	145.83	291.67
July	6 months	125.00	250.00
August	5 months	104.17	208.33
September	4 months	83.33	166.67
October	3 months	62.50	125.00
November	2 months	41.67	83.33
December	1 month	20.83	41.67

WELLNESS INCENTIVE

Month Completed**	Prorated Schedule	Seed (\$) Associate-Only Coverage	Seed (\$) Family Coverage
January - March	12 months	250.00	500.00
April***	9 months	250.00	500.00
May	8 months	166.67	333.33
June	7 months	145.83	291.67
July	6 months	125.00	250.00
August	5 months	104.17	208.33
September	4 months	83.33	166.67
October	3 months	62.50	125.00
November	2 months	41.67	83.33
December	None	N/A	N/A

* Associate must be enrolled in and covered by the Plan to be eligible for a contribution. The HSA must be open at time of eligibility. Deposits will be made as soon as practicable after the satisfaction of each requirement, but no earlier than January of the corresponding Plan Year.

**Completion by both Associate and Spouse/DP (if applicable) required.

***Full Wellness Incentive amount extended for 2016 only.

Associate-Only Coverage Scenarios

Mark has Associate-only coverage. He is eligible for benefits on February 1 and opens an HSA account. He completes the wellness incentive requirements on March 12. Mark receives the full automatic seed (\$250.00) and the full wellness incentive (\$250.00). Total \$500.00.

Amy has Associate-only coverage. She elects coverage during Open Enrollment and opens her HSA at the start of the plan year (Jan 1). She completes her wellness incentive requirements on May 10. Amy receives the full automatic seed (\$250.00) and 8/12 of the wellness incentive (\$166.67). Total \$416.67.

Other Coverage Tier Scenarios

Jack has Associate + Spouse/DP coverage. He is hired on October 8 and is not eligible for benefits until January 1 of the following plan year. He will be eligible for the automatic seed and wellness incentive in the following plan year.

Chloe has Associate + Child(ren) coverage. She is eligible for benefits on September 1 and opens an HSA. She completes the wellness incentive requirements on September 12. She receives 4/12 of the automatic seed (\$166.67) and 4/12 of the wellness incentive (\$166.67). Total \$333.34.

Eric has Associate + Spouse/DP coverage opens his HSA on Jan 1. Eric completes his wellness incentive requirements on March 15. His DP completes the wellness incentive requirements on June 2. Eric receives the full automatic seed (\$500.00) in January and 7/12 of the wellness incentive (\$291.67) after he and his DP complete the requirements. Total \$791.67.

Max has Associate + Family coverage and opens his HSA account on January 1. Max never completes his wellness incentive requirements but his wife does on January 22. Max receives the full automatic seed (\$500.00) in January but does not receive the wellness incentive. Total \$500.00.