

HSA PRORATION

Company contribution opportunities:

- **Automatic Seed:** Full lump sum amount earned if actively enrolled in medical benefits and HSA is opened/active within the first quarter (on or before March 31). Amount is prorated quarterly thereafter.
- **Wellness Incentive:** Full amount earned if qualified in first quarter (on or before March 31). Amount prorated each calendar quarter thereafter.

AUTOMATIC SEED – LUMP SUM*

Benefits Eligible Month	Seed (\$) Associate-Only Coverage	Seed (\$) Family Coverage
Q1: January - March	\$250.00	\$500.00
Q2: April - June	\$187.50	\$375.00
Q3: July - September	\$125.00	\$250.00
Q4: October - December	\$62.50	\$125.00

WELLNESS INCENTIVE**

Month Completed	Seed (\$) Associate-Only Coverage	Seed (\$) Family Coverage
January - March	\$250.00	\$500.00
April - June	\$187.50	\$375.00
July - September	\$125.00	\$250.00
October - November	\$62.50	\$125.00
December	N/A	N/A

** Associate must be enrolled in the Gold or Silver medical plan to be eligible for company contribution. The HSA must be open at time of eligibility. Deposits will be made as soon as administratively possible.*

*** Wellness Incentive contributions may be prorated on a quarterly basis based on date of eligibility or Wellness Incentive requirement completion. Associates and/or spouses/domestic partners must complete a Health Risk Assessment and an annual physical exam to be eligible for the Wellness Incentive. An annual well woman visit with an OB/GYN will count toward meeting the requirement. Associates and spouses/domestic partners have the ability to earn the incentive individually. If the spouse/domestic partner is enrolled in the Associate's HBC medical plan, he/she can independently earn the incentive by meeting both Wellness Incentive requirements. Even if the Associate does not complete the requirements, he/she will be eligible to receive the Spouse Incentive. The Wellness Incentive is available to Associates enrolled in the Gold, Silver or Bronze medical plan, and the Associate must be actively employed at time of payment.*

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) for a total HBC contribution of \$500.00

Amy has Associate-only coverage. She elects coverage during Annual 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 a prorated Wellness Incentive based on completion of requirements in quarter 2 (\$187.50) for a total HBC contribution of \$437.50.

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. Once eligible, Jack enrolls in benefits and opens his HSA within the first quarter of the year. He and his spouse/DP also completed the Wellness Incentive requirements by February 10. He will receive the full automatic seed (\$500.00) and the full Wellness Incentive (\$500.00) for a total contribution of \$1,000.

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 a prorated automatic seed (\$250.00) and a prorated Wellness Incentive based on completion of requirements in quarter 3 (\$250.00). Total \$500.00.

Eric has Associate + Spouse/DP coverage opens his HSA on Jan 1. Eric completes his Wellness Incentive requirements on March 15. His DP does not complete the Wellness Incentive requirements. Eric receives the full automatic seed (\$500.00) in January and the full Associate-only Wellness Incentive (\$250.00) for a total contribution of \$750.00.

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 and the Spouse Wellness Incentive (\$250.00). Total \$750.00.