

OBERLIN COLLEGE HEALTH SAVINGS ACCOUNT FUNDING AND INCENTIVES – 2020

FUNDING FOR YOUR HSA

To help employees who see value in being good consumers of their health care, in participating in a Biometric Screening and completing an Online Health Risk Assessment, the College will provide funding in your HSA. In 2020, the funding contribution will have two components: 1) an Employer Base Contribution, and 2) a Health Action Incentive Contribution.

HSA BASE CONTRIBUTION

This is an amount that Oberlin College will deposit into your Health Savings Account each year as a base contribution because of your decision to enroll in our Consumer Driven Health Plan, to participate in Biometric Screening and to complete your online Health Risk Assessment. Both you and your spouse/domestic partner must complete the Biometric Screening and Health Risk Assessment if you are enrolled in Employee + Spouse or Family coverage.

	<u>Employee</u>	<u>E+SP/DP</u>	<u>Family</u>
Annual Base Contribution for 2020	\$750	\$1,000	\$1,500

HSA HEALTH ACTIONS INCENTIVE CONTRIBUTION

This is an additional amount that Oberlin College will deposit into your Health Savings Account by completing at least one of the following two following Health Actions:

- 1. Participating in Health Coaching*** or
- 2. Having an Annual Preventive Care Visit***

	<u>Employee</u>	<u>E+S/DP</u>	<u>Family</u>
Health Action Incentive contribution(s)	\$250	\$500	\$500

Both you and your spouse/domestic partner must complete the Biometric Screening and Health Risk Assessment if you are enrolled in Employee + Spouse/DP or Family coverage.

WHEN WILL FUNDS BE DEPOSITED INTO MY HSA?

We will make four (4) equal quarterly deposits into your HSA for the Base Contribution (January, April, July, October). For Health Action incentives, deposits will occur at the beginning of the next quarter *following your completion of the Health Action*.