

THRIVE REWARDS: QUICK FACTS FOR 2022

Who is eligible?

All HFHS team members.

What do I earn?

- Employees who choose HAP are eligible for reduced payroll contributions for medical coverage for 2023 and/or an additional HSA employer-provided contribution for 2023.
- All employees, whether you choose HAP or not, are eligible for prize drawings that includes a two-year vehicle lease, one of two \$5,000 prizes or one of 10, \$1,000 prizes.

What are the requirements and what are the deadlines?

You must meet the following requirements. If you have an HFHS HAP plan, your spouse (if applicable) also must complete these requirements:

By March 31, 2022

- Know your numbers (BMI, blood pressure, cholesterol, fasting blood glucose). This data can be automatically pulled from your HFHS Epic electronic medical record going back five years or submitted to HAP through the appropriate form.
- Take your online health assessment

If the above two requirements are not complete by March 31, you will not be eligible for Rewards, even if you do all the steps by July 31.

By July 31, 2022

- Be tobacco free or participate in health management.
- Have in-range cholesterol values or participate in health management.

Completing all recommended preventive screenings is recommended but not required in 2022.

Where do I learn more or get started?

- Beginning Jan. 1, 2022 for employees with HAP, log in to hap.org, click on “My Health & Wellbeing” and then “Strive for Better Health.”
- Beginning Jan. 1, 2022 for employees who don't have HAP, go to webmdhealth.com/hap and log in with your username and password. If this is your first year participating, click on “Create an Account



THRIVE REWARDS AFFECTS YOUR COSTS

If you completed **Thrive Rewards** requirements by the March 31 and July 31, 2021 deadlines, you will pay a lower contribution for your medical coverage each pay and/or receive funding to an HSA if enrolled in one of the three CDHP options in 2022. Newly eligible employees and their spouses with HAP coverage on or after January 1, 2021 will also receive the lower 2022 employee contributions, but will need to qualify in 2022 to continue receiving lower contributions in 2023. See page [29](#) for per pay contributions if you did **not** complete the Thrive Rewards requirements.

THRIVE REWARDS OVERVIEW

Thrive Rewards is a voluntary wellness program for HFHS team members. If you take HAP insurance, by meeting the Thrive Rewards wellness requirements, you pay a lower employee contribution for your medical coverage, and/or receive money to your HSA from HFHS for those enrolled in a CDHP medical plan. If you enroll in one of the CDHP options, you receive a base HSA contribution from HFHS. If you and your spouse met the wellness requirements in 2021 and enroll in one of the three CDHP options, you will also receive an additional Thrive Rewards HSA contribution in 2022. You are also eligible for prize drawings that includes a two-year vehicle lease, one of two \$5,000 prizes or one of 10, \$1,000 prizes.

If you decide to enroll in a non-HAP insurance product or don't participate in any plan offered by HFHS you can still complete the requirements and become eligible for prize drawings that includes a two-year lease for a car, one of two \$5,000 prizes or one of 10, \$1,000 prizes.

HSA contribution if enrolled in a CDHP medical plan option

If you enroll in one of the CDHP options, you receive a base HSA contribution from HFHS. If you and your spouse met the wellness requirements in 2021 and enroll in one of the three CDHP options, you will also receive an additional Thrive Rewards HSA contribution in 2022. These amounts are shown to the right.

	BASE HFHS PROVIDED HSA CONTRIBUTION	ADDITIONAL THRIVE REWARDS CONTRIBUTION IN 2022
	<i>For all employees enrolled in CDHP options</i>	<i>For employees enrolled in CDHP option for 2022 who completed wellness requirements in 2021</i>
Employee	\$250	\$250
Employee + Spouse	\$500	\$500
Employee + Child(ren)	\$500	\$500
Family	\$500	\$500

Impact on employee per-pay contribution

If you met the Thrive Rewards wellness requirements in 2021, you will pay a lower employee contribution for medical coverage in 2022, as listed on page 12. If you did not meet the wellness requirements in 2021 you will pay a higher employee contribution for medical coverage in 2022, as listed below:

STATUS	Medical Plan Coverage Levels	HFHS Advantage Tiered Access Plan	CDHP Basic Full HAP	CDHP Comprehensive HFHS Preferred Network	CDHP Comprehensive Full HAP
Full Time	Employee	\$79.53	\$35.83	\$46.41	\$96.69
	Employee + Spouse	\$205.74	\$97.88	\$109.83	\$242.93
	Employee + Child(ren)	\$174.50	\$82.26	\$97.55	\$201.52
	Family	\$244.80	\$117.41	\$132.01	\$294.69
Part Time	Employee	\$113.49	\$56.39	\$75.99	\$126.27
	Employee + Spouse	\$282.16	\$144.13	\$176.38	\$309.48
	Employee + Child(ren)	\$237.33	\$120.28	\$152.27	\$256.24
	Family	\$338.19	\$173.94	\$213.35	\$376.03
Highly Compensated (\$275,000)	Employee	\$118.24	\$54.33	\$71.25	\$151.71
	Employee + Spouse	\$311.20	\$150.60	\$169.73	\$382.69
	Employee + Child(ren)	\$261.20	\$125.61	\$150.08	\$316.43
	Family	\$373.68	\$181.85	\$205.22	\$465.51
Sponsored Dependent Cost	With Medicare	\$312.80	N/A	N/A	N/A
	Without Medicare	\$391.00	\$132.36	\$235.00	\$447.62

To receive a reduced contribution and/or money to an HSA in 2023, you must be enrolled in a HAP plan prior to Jan. 1, 2022 and meet the Thrive Rewards wellness program requirements between Jan. 1 and July 31, 2022. Rewards are adjusted annually and communicated during open enrollment. Newly eligible employees and their spouses with HAP coverage on or after Jan. 1, 2022, will receive the reduced contributions and/or money to an HSA for 2022 and in 2023, but will need to meet Thrive Rewards requirements in 2023.