

Role: Employee

Why would I do this?

You may refer to this guide to change your HSA contribution amount.

What do I need to know?

- This process is triggered by the Employee. No approval is required.
- HSA Contributions can be changed at any point in the year.
- The amount contributed up to the point of the change will not be lost and will be factored into the new calculation.
- HSA Contribution changes could take 1-2 paychecks to reflect on an individual's paycheck
- The IRS sets calendar year limits to how much an individual can contribute to their HSA. The limit in Workday is set to the annual IRS limit for your tier minus the seed money provided by the company, if applicable. If you participate in Benefits@Play, you will also need to take that company contribution amount into consideration. If you contribute the max, before earning in Benefits@Play you will forfeit your Benefits@Play earnings.

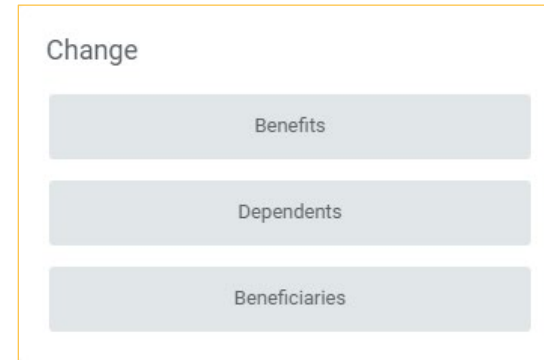
Change Benefits – HSA Contribution Change

To change **HSA Contribution**, complete the following steps:

1. Log into [Workday](#) and click the **Benefits** worklet on the Workday homepage.



2. Select the **Benefits** option under **Change**. Once done, you will be redirected to the **Change Benefits** page.



3. Select **HSA Contribution Change** under the Benefit Event Type and select a **Benefit Event Date**. Click Submit.

- The process will have been started. Click on Open to change the HSA Contribution amount.

You have submitted
Benefit Event: [redacted] on 05/14/2019 (Active)

Up Next
[redacted]
Change Benefit Elections
Open

Do Another
Change Benefits

> Details and Process

Done

- Change the amount to be contributed for the year OR the amount contributed per paycheck. Workday will dynamically update the other field. Click Continue

Change Benefit Elections
HSA Contribution Change for [redacted] Step 2 of 4 (Active)

Event Date: 05/14/2019
Initiated On: 05/09/2019
Submit Elections By: 06/12/2019

Total Employee Cost/Credit: [redacted]

To be eligible to participate in the HSA you need to agree that you are eligible to make and receive contributions to an HSA because (1) You are enrolled in a high deductible health plan as of the first day of this month, (2) You do not have any disqualifying health coverage which includes, but is not limited to, other non-high deductible health coverage or access to a general purpose Health Care Flexible Spending Account, (3) You are not enrolled in Medicare, and (4) You are not claimed as a dependent on someone else's tax return.

By electing an HSA, you authorize HealthEquity to establish a Health Savings Account in your name. If you waive your HSA you are not eligible to receive company contributions, therefore if you are eligible and want to receive contributions please elect \$5 Employee Contributions instead of waived. HSA money never expires, and your contributions can be changed at any time during the year.

The IRS Limit of \$7,000 for family or \$3,500 for employee only will be reduced by the Employer Seed deposit you will receive once you have an established account. In addition, if you participate in the Benefit@Play program and receive incentive dollars, those earnings are applied to the IRS Limit as well.

> Health Savings Account Plan Dependencies

Health Savings Election: 1 item

Benefit Plan	Select / Waive	Contribution Range (Annual)	Supporting Information
HSA - HealthEquity	<input checked="" type="radio"/> Elect <input type="radio"/> Waive	Your number of remaining payroll deductions for the year: 17 Your estimated contributions made this year: 2,250.00 How much do you want to contribute for the total year?: 3,100.00 How much do you want to contribute per paycheck (biweekly)? 30.00	Maximum Contribution (Annual): \$7,000.00

Continue Save for Later Go Back Cancel

- Scroll down and click **I Agree** at the bottom of the form and click **Submit** on the Review screen

Change Benefit Elections
Benefit Elections Review for HSA Contribution Change - Step 4 of 4 (Active)

Worker: [redacted]
Event Date: 05/14/2019
Initiated On: 05/09/2019
Submit Elections By: 06/12/2019

Total Employee Cost/Credit: [redacted]

This is a binding annual election regarding your benefits and you authorize Activision Blizzard to make the deductions necessary to pay your share of the cost of coverage. These elections cannot be changed, unless you experience a Qualifying Event or other employment event (such as marriage, divorce, birth/adoption of child, gain or loss of insurance coverage, etc.) and notify the Benefits Department within 30 days of the event or until the next annual open enrollment. Every effort has been made to ensure the enrollment data provides accurate information. However, Activision Blizzard reserves the right to correct any error that may occur. Coverage will be provided according to the terms and conditions of each insurance contract.

Electing Coverages: 2 items

Benefit Plan	Coverage Begin Date	Deduction Begin Date	Coverage	Dependents	Beneficiaries	Employee Cost (Biweekly)
Medical - Collective Health CDHP Working Spouse/OP Surcharge	09/01/2017	09/01/2017	EE + Spouse			
HSA - HealthEquity	05/19/2019	05/05/2019	\$5,650.00 Annual			
						Total

> Waived Coverages

Attachments

Drop files here
or
Select Files

Submit Save for Later Go Back Cancel

- Click Done on the Submit Elections Confirmation Page.

Submit Elections Confirmation
HSA Contribution Change for [redacted] (Active)

Initiated On: 05/09/2019
Submit Elections By: 06/12/2019
Event Date: 05/14/2019

Total Employee Cost/Credit: [redacted]

You have successfully submitted your benefits enrollment. Select Print to launch a printable version of this summary for your records.

Electing Coverages: 2 items

Benefit Plan	Coverage Begin Date	Deduction Begin Date	Coverage	Dependents	Beneficiaries	Employee Cost (Biweekly)
Medical - Collective Health CDHP Working Spouse/OP Surcharge	09/01/2017	09/01/2017	EE + Spouse			
HSA - HealthEquity	05/19/2019	05/05/2019	\$5,650.00 Annual			
						Total

> Waived Coverages: 1 item

Plan Type: Medical FSA

Electronic Signature

ATTESTATION FOR OTHER GROUP HEALTH PLAN COVERAGE

Due to various federal tax law requirements, access to an HSA account can only be available if you and your dependents are enrolled in an employer-sponsored "group health plan" that meets specific minimum value requirements under the Affordable Care Act (ACA). Note that health coverage obtained through government-sponsored plans (such as Medicare, Medicaid, Tricare, etc.) or other non-group health plan insurance (such as individual health policies or ACA Marketplace plans) is not considered to be "group health plan" coverage for purposes of ACA rules. Thus, even if you have elected not to participate in Activision Blizzard's medical plans, you must agree by clicking the I Agree button below that you and if applicable, your spouse and dependent children, are enrolled in another employer-sponsored group health plan that meets the ACA's minimum value requirements.

Although I have elected to waive coverage under the Activision Blizzard group health plans, I attest that I and if applicable, my spouse and/or dependent children, are enrolled in another employer-sponsored group health plan coverage that meets the minimum value requirements under the ACA.

Print Done

What happens after this?

- The enrollment elections will take effect in the next pay period and the new amount will be reflected in your paycheck.

Additional Resources

For more information, please visit:

<https://hub.activisionblizzard.com/s/us-benefits>.

Please direct questions to:

benefits@activisionblizzard.com