



2021 HireRight HSA Incentive Program Frequently Asked Questions

Your health is important to us and we want to help you maintain it or get on track! HireRight will match your HSA contribution up to \$400 for employee-only coverage and up to \$800 for other coverage levels (*employee + spouse, *employee + child(ren) or *family coverage) if a Health Survey is completed through Anthem's Sydney portal along with an annual Wellness Preventative Exam.**

**HDHP Plan Incentive: Eligible dependents must be 18 or older to participate and complete their own Health Survey and Wellness Exam to receive up to \$800.*

***To receive the HSA matching contribution of up to \$400, you will have to complete both activities; the survey and Wellness Exam.*

How does the matching work?

- All matching amounts are based on your annual contribution set during initial enrollment.
 - o Your initial enrollment start date is defined as when you first enrolled in the Anthem plan, such as during Open Enrollment (January 1), as a Newly Eligible Employee, or as a Qualifying Life Event.
- If you did not elect any amount during initial enrollment, you are *not* eligible to receive the match.
- If you elected an amount lower than \$800, the amount matched will only be up to your annual election set during initial enrollment.
- Even if a change to your annual election is made today, we will not take this change into consideration and will still base the match on the annual election set at the time of initial enrollment.

What is the time frame to complete the activities?

- All activities for you and your eligible dependent age 18 or over must be completed between January 1, 2021 through November 30, 2021.
- If you join our medical plan effective December 1, 2021 or later, you will not be eligible for the incentive.

How does the match work if I have a dependent age 18 or older on my medical plan?

- If you have dependents age 18 or over on your plan, only one (1) dependent will need to complete both activities; the survey and Wellness Exam, to receive up to a \$400 match, totaling up to \$800 for both you and your dependent(s). However, this is optional. If your dependent does not complete the activities, then you are still eligible to receive up to a \$400 match.
 - o **Scenario:** Francisco has the Employee + Family plan. His spouse and 3 children are age 18 or over as of their initial enrollment date. Francisco will receive up to \$400 after completing his activities. After a dependent (spouse or child) age 18 or over completes both activities, Francisco will receive the additional amount of up to \$400.

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- To receive the additional incentive amount, the dependent age 18 or over will have to create their own username and password on www.anthem.com/ca and log in under their own account to complete the Health Survey. Then the dependent will have to schedule a Wellness Preventative Exam and complete it with their healthcare provider.
 - o **Scenario:** Mary has the Employee + Family plan. Her child, who is 18 years old, has to create a separate username and password on Anthem's website. After creating the account, they will log in and complete their own Health Survey under their account. They will also need to complete a Wellness Exam with their healthcare provider.
- If all your dependents are under the age of 18, you are *not* eligible for the match of up to \$800, even if you have the Employee + Children plan.
 - o **Scenario:** John has the Employee + Children plan. All his children are under the age of 18 as of their initial enrollment date. John is only eligible for up to \$400 for himself after completing the activities.
- The age of each dependent is determined as of the initial enrollment date.
 - o **Scenario:** Mark was hired on June 2, 2020 with benefits effective July 1, 2020. He selected the Employee + Family plan. He has a spouse and a child. When he starts his benefits on July 1, 2020, the child is still age 17 and doesn't turn 18 until August 20, 2020. Therefore, the child is not eligible for the match of up to \$400.
- If you have multiple dependents age 18 or over, a maximum of one (1) dependent can qualify for the match up to \$400.
 - o **Scenario:** Susan has the Employee + Family plan with a Spouse and 2 children. Both the spouse and a child age 18 do the activities. Only an additional amount up to \$400 will be given.

When will I receive the incentive?

- You are eligible to receive the matching incentive by the end of the following month after you complete both activities. The deposit may be delayed due to Insurance Claim Processing and Report Receipt. Exam completion is based on provider claim submission. This may take 20-90 days for HireRight to receive reporting.
 - o **Scenario:** If Donald completes his Wellness Exam on January 15 and completes the Health Survey on February 15, the deposit would be made by March 30 because it's the date after *both* activities are completed.
 - o **Scenario:** If Donald completes his Wellness Exam on April 2 and the Health Survey on April 5, but the insurance doesn't process his claim until May 2, the deposit would be made by June 30.



What are the instructions to obtain the HSA incentive?

Part 1

Complete an annual Wellness Preventative Exam using your Anthem Insurance with your healthcare provider. Please make sure your provider bills it as a Wellness Preventative Exam (i.e. Annual Physical).

Part 2

Complete the Health Survey through Anthem's portal.

1. If you have not created an account yet, please go to www.anthem.com/ca/register and create an account. The HCID is the ID number starting with G9F on your card. If you have not received your card yet, please call Anthem at **844-860-3535** to get your HCID/Member Number over the phone and re-order ID Cards.
2. After you create an account, visit www.anthem.com/ca and log in with your credentials.
3. Hover your mouse over "My Health Dashboard", then click on "Programs".
4. Scroll down to the WebMD Health Risk Assessment, click "Learn More".
5. Click "Start your assessment".

Part 3

If applicable, your dependent covered in your plan who is age 18 or over can also do the annual Wellness Preventative Exam **AND** do the Health Survey through Anthem's portal for an extra match of up to \$400. Please make sure your dependent is logged into their own account when doing the survey, not your account.

What if I have more questions?

If you have further questions, please submit a ticket by logging in to [HR4U](#) and clicking Menu > Myself > AskHR > Benefits.