



Health Savings Account (HSA) Company Contribution Frequently Asked Questions FAQs

Updated 09/23/2021

Notice: This provides only general information. Official plan/policy documents will control in the event of any inconsistency. Represented employees should refer to their Collective Bargaining Agreement (CBA) to determine eligibility.

The Lockheed Martin Health Plan complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex. The Lockheed Martin Health Plan does not exclude people or treat them differently because of race, color, national origin, age, disability, or sex.

Q. What is Lockheed Martin contributing to my Health Savings Account (HSA) and why?

Lockheed Martin is investing in your health and financial wellness. The past 2 years Lockheed Martin made a Health Savings Account (HSA) contribution of \$500 to every employee who enrolled in a Lockheed Martin high-deductible health plan (HDHP) as of Jan. 1. This year we've increased the company's HSA contribution to **\$1,000** if you cover a family member on your Lockheed Martin HDHP in 2022. If you have employee-only coverage, you'll continue to receive a **\$500** contribution. We will also contribute a pro-rated¹ amount to the HSAs of employees hired during 2022 and employees who first enroll in an HDHP or increase their coverage level from single to family due to qualifying life events in 2022.

Your HSA must be opened no later than Nov. 25, 2022² to receive the contribution. If you are not eligible for an HSA, you must take the following actions:

1. Go to the [LMESC](#) and select *My Life Events*
2. Select *Stop/Start Your HSA*
3. Click *Continue* to get to the change screen
4. Click the *Change* button to the right of the HSA option
5. Click on *"I am not eligible for a Health Savings Account (HSA)"* and click *Continue*
6. Scroll to the bottom and click Submit to save your changes

Ensure you make these actions by Nov. 25, 2022² for the amount to be contributed to a Health Reimbursement Account (HRA).

¹These amounts will be pro-rated based on your medical plan enrollment date and represent the maximum allowable amount:

Enrolled in a Medical Plan effective	Employee Only Coverage	Employee + One or More Dependents
Jan. 1 – Mar. 31, 2022	\$500	\$1,000
Apr. 1 – Jun. 30, 2022	\$375	\$750



Jul. 1 – Sep. 30, 2022	\$250	\$500
Oct. 1 – Dec. 31, 2022	\$125	\$250

² Exception will be made for new hires or changes directly related to qualifying life events that occur after this date.

Q. What if I enroll in individual coverage and then later in the year have a child that I add to coverage?

If you enroll in individual coverage you will earn the \$500 contribution. Later in the year, if you have a qualifying life event, where you change your coverage to employee plus one or more dependents, then Lockheed Martin will provide an additional pro-rated contribution* at the end of the month following enrollment.

*This only applies to a coverage change as a result of adding one or more dependents; There is no reduction in the contribution amount if you remove one or all dependents.

Q. My spouse/domestic partner also works for Lockheed Martin. Are we both eligible for the Company Contribution?

If you are both enrolled in a high-deductible health plan (HDHP) as a primary subscriber (not as a dependent of the other employee) and you each have your own Health Savings Account (HSA), then you would each receive the company contribution. If only you are enrolled in a Lockheed Martin HDHP as the subscriber and the other employee is enrolled as your dependent, and you have an open HSA, only you would be eligible for the company contribution.

Q. How do I know if I'm eligible to receive the HSA company contribution in 2022?

- All non-represented and certain represented* employees who are enrolled in a Lockheed Martin HDHP in 2022; **and**
- Have an open HSA through BenefitWallet on or before **Nov. 25, 2022¹**; or
- If you are not eligible due to disqualifying coverage (such as Medicare or TRICARE), or because you are claimed as a dependent on another person's tax return, update your HSA enrollment election taking the following actions:
 1. Go to the [LMESC](#) and select *My Life Events*
 2. Select *Stop/Start Your HSA*
 3. Click *Continue* to get to the change screen
 4. Click the *Change* button to the right of the HSA option
 5. Click on *"I am not eligible for a Health Savings Account (HSA)"* and click *Continue*
 6. Scroll to the bottom and click Submit to save your changes

*Represented employees should refer to their collective bargaining agreement (CBA) for high-deductible health plan eligibility.

¹Exception will be made for new hires or changes directly related to qualifying life events that occur after this date.

Q. How much money do I need to put into my HSA?

There's no requirement that you contribute. You can open it just for the company's contribution and the HSA account fees are paid by Lockheed Martin for active employees, so it's free to open one.

However, if you want to get the tax savings and build a bigger savings account, you can get help with deciding how much you should contribute by checking out the new [HSA calculator](#).

This is your account – you control it and are responsible to ensure you do not go over the maximum amount allowed by the IRS. The 2022 maximum IRS contribution limits (\$7,300 for family coverage and \$3,650 for individual coverage). If you will be age 55 or older at the end of the year, you can make an additional \$1,000 in pre-tax contributions per year.

Put free money to work for you and your family! Did you know that by earning all the potential wellness incentives and the company contribution, you are that much closer to reaching the maximum allowed HSA contribution for the year?



Did you know that the Company Contribution, Wellness Incentives, and any payroll contributions all count toward the IRS annual limit?

Q. I am enrolled through COBRA in a Lockheed Martin-sponsored high-deductible health plan. Am I eligible for the Health Savings Account (HSA) contribution?

You are eligible if:

- You are a non-represented or certain represented* employee enrolled through COBRA in a Lockheed Martin-sponsored high-deductible health plan; **and**
- By the **Nov. 25, 2022¹**, or the date on which your COBRA coverage terminates:
 - You have an open Health Savings Account (HSA) through BenefitWallet; or
 - You indicate through the COBRA enrollment process that you want an HRA.

*Represented employees should refer to their collective bargaining agreement (CBA) for high-deductible health plan eligibility.

¹Exception will be made for newly enrolled or changes directly related to qualifying life events that occur after this date.

The company contribution will be deposited into your HSA by the end of the month following your completed enrollment, for those who have an open HSA at that time. **Note:** Employees not eligible for an HSA must elect to have a Health Reimbursement Account (HRA) through BenefitWallet during your COBRA enrollment to receive the contribution.

If you are eligible for the HSA company contribution, please ensure your personal HSA contributions do not exceed the 2022 maximum contribution limits (\$7,300 for family coverage and \$3,650 for individual coverage). If you will be age 55 or older at the end of the year, you can make an additional \$1,000 in pre-tax contributions per year.

Q. Do I need to change the HSA contribution amount I set during my Annual Enrollment?

During Annual Enrollment, the maximum you could contribute was reduced by the company contribution of **\$500** for individual coverage and **\$1,000** for family coverage.

Note: You will also need to reduce your contribution by any [Wellness Incentives](#) you or your enrolled spouse/domestic partner expect to earn when deciding how much to contribute from your paycheck.

You can change your HSA contribution at any time throughout the year by taking the following actions:



1. Go to the [LMESC](#) and select *My Life Events*
2. Select *Stop/Start Your HSA*
3. Click *Continue* to get to the change screen
4. Click the *Change* button to the right of the HSA option
5. Change your weekly payroll contribution amount or to stop your contributions click on the option *"I do not want to contribute to a Health Savings Account (HSA). I do want to earn company contributions and/or wellness incentives"* and click *Continue*. This will allow you to keep earning incentives with a \$0 payroll deduction
6. Scroll to the bottom and click Submit to save your changes

Q. When will I see the company contribution in my HSA?

If you enroll in an HDHP during Annual Enrollment and have an open HSA, the contributions will be credited to your HSA by Jan. 29, 2022. Otherwise, contribution will be credited by the end of month following your completed enrollment, if you have an open HSA at that time.

Q. Can I get the company contribution in my paycheck instead of an HSA?

This contribution is an investment in your health and financial wellness. The company contribution will be made as a tax-free* contribution to your HSA or to an HRA if you are not eligible for an HSA so long as you meet the other requirements for the contribution.

*Contributions and earnings are free from federal and most state taxes.

Q. How does an HSA help me? (Or, Why would I want an HSA?)

An HSA is an individual account that works in conjunction with a HDHP to help you save tax-free* and pay for qualified health care expenses for you and your eligible dependents. You can also explore investment opportunities to potentially grow your savings even more! To learn more about HSAs, visit the BenefitWallet Informational [website](#) dedicated to Lockheed Martin employees.

Q. Will an HSA company contribution be given every year?

The company contribution will be evaluated on a yearly basis. If the Corporation decides to make a company contribution to employees' HSAs for any future year, the Corporation will communicate this decision to employees during Annual Enrollment.