

FIVE BELOW CONTRIBUTION TO YOUR HEALTH SAVINGS ACCOUNT (HSA)

Are you putting pre-tax funds from your paycheck into your Health Savings Account (HSA)? If so, then we have great news for you! Starting 11/1/2020, Five Below will be adding funds to the HSAs of all Crew members who are putting their own funds in their HSA! That's free money!

Five Below contributions will be made on a quarterly basis and based upon the amount the Crew member contributes to their HSA through payroll.

There are TWO levels of contributions:

1. If you are enrolled in an Employee Only high-deductible plan, Five Below will contribute **up to \$500** for the plan year of 11/1/2020 – 10/31/2021. **This equals up to \$125 per quarter.** If you contribute \$125 or more to your HSA in the quarters listed below, you will receive a contribution of \$125. If you contribute less than \$125, you will receive a contribution equal to your total contribution for the quarter. Examples below!
2. If you are enrolled in a high-deductible plan and cover any dependents, Five Below will contribute **up to \$1,000** for the plan year of 11/1/2020 – 10/31/2021. **This equals up to \$250 per quarter.** If you contribute \$250 or more to your HSA in the quarters listed below, you will receive a contribution of \$250. If you contribute less than \$250, you will receive a contribution equal to your total contribution for the quarter. Examples below!

If you are eligible for a contribution from Five Below, you will receive it on a quarterly basis based upon the following schedule:

- **2/5/2021** contribution based upon your HSA contributions 11/1/2020 – 1/31/2021
- **5/14/2021** contribution based upon your HSA contributions 2/1/2021 – 4/30/2021
- **8/6/2021** contribution based upon your HSA contributions 5/1/2021 – 7/31/2021
- **11/12/2021** contribution based upon your HSA contributions 8/1/2021 – 10/31/2021

Examples for Employee Only coverage:

1. Jane is on a high-deductible plan and enrolled in Employee Only coverage. She has elected to contribute \$1,000 to her HSA between 11/1/2020 and 10/31/2021. Between 11/1/2020 and 1/31/2021, she has contributed \$250 of her \$1,000 election. The Five Below contribution maximum is \$500 per year or \$125 per quarter. She will receive \$125 per quarter from Five Below so long as she continues to contribute to her HSA.
2. Joe is on a high-deductible plan and enrolled in Employee Only coverage. He has elected to contribute \$200 to his HSA between 11/1/2020 and 10/31/2021. Between 11/1/2020 and 1/31/2021, he has contributed \$50 of his \$200 election. He will receive \$50 per quarter from Five Below so long as he continues to contribute to his HSA.
3. Sara is a new hire and enrolls in a high-deductible plan with Employee Only coverage on 12/1/2020. She has elected to contribute \$2,000 to her HSA between 12/1/2020 and 10/31/2021. Between 12/1/2020 and 1/31/2021, she has contributed \$300 to her HSA. She will receive \$125 per quarter from Five Below so long as she continues to contribute to her HSA.
4. Stan is a new hire and enrolls in a high-deductible plan with Employee Only coverage on 12/1/2020. He does not elect to contribute any of his own pre-tax dollars through payroll to his HSA. He will not receive the contribution from Five Below.

Examples for employees who cover themselves and dependent(s):

1. Jane is on a high-deductible plan and enrolled in a plan that covers her spouse. She has elected to contribute \$1,000 to her HSA between 11/1/2020 and 10/31/2021. Between 11/1/2020 and 1/31/2021, she has contributed \$250 of her \$1,000 election. The Five Below contribution maximum is \$1,000 per year or \$250 per quarter. She will receive \$250 per quarter from Five Below so long as she continues to contribute to her HSA.
2. Joe is on a high-deductible plan and enrolled in a plan that covers his family. He has elected to contribute \$200 to his HSA between 11/1/2020 and 10/31/2021. Between 11/1/2020 and 1/31/2021, he has contributed \$50 of his \$200 election. He will receive \$50 per quarter from Five Below so long as he continues to contribute to his HSA.
3. Sara is a new hire and enrolls in a high-deductible plan with family coverage on 12/1/2020. She has elected to contribute \$2,000 to her HSA between 12/1/2020 and 10/31/2021. Between 12/1/2020 and 1/31/2021, she has contributed \$300 to her HSA. She will receive \$250 per quarter from Five Below so long as she continues to contribute to her HSA.
4. Stan is a new hire and enrolls in a high-deductible plan with family coverage on 12/1/2020. He does not elect to contribute any of his own pre-tax dollars through payroll to his HSA. He will not receive the contribution from Five Below.