



# HOW THE HIP PPO + HSA WORK TOGETHER

The Health Investment Plan (HIP PPO) with a Health Savings Account (HSA) is one of the best opportunities Abbott offers to help you manage your health and costs. Get to know the plan and consider if this is your year to enroll.



## 1 PAY \$0 FROM YOUR PAYCHECK

You pay \$0 in medical contributions when you complete the Wellness Assessment by November 30, 2021.



## 2 FREE MEDICATIONS & PREVENTIVE EXAMS

Many maintenance prescriptions for asthma, diabetes and other conditions are free. Preventive exams and screenings are covered 100%.



## 3 PAY THE ANNUAL DEDUCTIBLE

You pay for services until you reach the \$1,650 employee-only / \$3,300 family coverage deductible.



## 4 SHARE COSTS WITH ABBOTT

After you pay the deductible, Abbott pays 80% coinsurance while you pay 20% for covered services.



## 5 NEVER PAY MORE THAN THE MAX

Your out-of-pocket maximum in 2022: \$4,800 per person / \$9,600 family, then the plan pays 100% for the rest of the year.

### HOW TO BUILD YOUR HSA

With the HIP PPO, you don't pay anything from your paycheck. That's different from the Traditional PPO, where you contribute each pay period regardless of whether you use health services or not.

If you contribute to your HSA the amount you *would* have paid per paycheck for Traditional PPO coverage, you can really build up your account balance over time. Remember, the money you put into your HSA stays with you. The more you put into it, the more savings you have for future health care expenses, even if you leave Abbott.

Visit the Abbott Benefits Center via [AbbottBenefits.com](https://AbbottBenefits.com) to learn more. You also can explore informational resources and about the HSA at [Learn.HealthEquity.com/Abbott](https://Learn.HealthEquity.com/Abbott).

### USE YOUR HEALTH SAVINGS ACCOUNT TO SAVE & PAY TAX-FREE

The HSA is a triple tax-advantaged account that can be used to pay for eligible medical and prescription drug expenses. The IRS limits 2022 contributions to \$3,650 employee-only / \$7,300 family combined from you and Abbott.



#### CONTRIBUTE

You make personal contributions to your Health Savings Account.

Abbott also contributes: \$200 employee-only / \$400 family.



#### PAY

You can pay your annual deductible and coinsurance with money from your HSA. Or continue to grow your savings to use in retirement.



#### SAVE

Your money is always yours, so it rolls over year to year and stays with you if you retire or leave Abbott.

#### TAX ADVANTAGE

Money you and Abbott contribute is tax-free.

#### TAX ADVANTAGE

Money you use to pay eligible health expenses is tax-free.

#### TAX ADVANTAGE

Interest your account earns is tax-free.