

Health Savings Account Incentives

You are eligible to receive up to \$20 into your Health Savings Account (HSA) each pay period by completing the following activities:

- Answer the Tobacco Use question in Workday (you'll receive \$8 per pay period)
- Contribute at least \$10 per pay period or \$260 annually of your own contributions to your HSA (you'll receive \$8 per pay period)
- Complete a Health Assessment (you'll receive \$4 per pay period)*

Step-by-Step Instructions – Tobacco-Free Pledge

1. Log in to [Workday](#)
2. Begin your 2025 Benefits Enrollment elections
3. Answer the Tobacco Use question under the Health Information section
4. For non-tobacco users, you will receive the HSA Company contribution of \$8 per pay period

Step-by-Step Instructions – Contribute a minimum of \$10 to your HSA

1. Log in to [Workday](#)
2. Begin your 2025 Benefits Enrollment elections
3. After enrolling in the Medical Plan, enroll in the HSA
4. Set up your HSA contributions to be at least \$10 per pay period or \$260 annually to receive the HSA Company contribution of \$8 per pay period

Step-by-Step Instructions – Health Assessment

1. For current Cigna members: log in to your www.myCigna.com account
2. Navigate to the “Wellness” tab on the home page, click “My Health Assessment”, then click “Take My Assessment” to complete your health assessment
3. After completing the assessment, you will receive the HSA Company contribution of \$4 per pay period

* For those newly enrolling in the medical plan, if you respond "No" to the tobacco use question and contribute at least \$10 per pay period or \$260 annually to your HSA you will receive the full Company contribution.

Have questions?

Contact the Benefits Teams at Benefits@EchoStar.com

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Frequently Asked Questions

Q: I completed all the actions last week. Why am I not receiving contributions to my HSA?

A: Company contributions start at the beginning of the quarter following your start date.

Q: Where can I answer the Tobacco Use question?

A: You can answer this question when you initiate your benefit elections in Workday. This can only be accepted during your new hire enrollment period, a mid-year life event or Annual Enrollment. The Tobacco Use question needs to be re-accepted each plan year.

Q: I maxed out my HSA contribution the first pay period. Am I still eligible to receive the additional \$8 per pay period even though I decreased my contribution to \$0?

A: Yes, as long as you contributed at least \$260, you will still receive \$8 per pay period for this goal even if your biweekly contribution amount is currently \$0.

Q: Will the HSA Company contributions be front loaded to my account?

A: No, you will receive the HSA contributions on a per pay period basis.

Q: How do I take the health assessment if I have not yet enrolled in the medical plan?

A: For those who are newly enrolling in the medical plan you will only need to complete 2 out of the 3 activities to receive the maximum Company contribution. That means answering the tobacco use question as a non-user and contributing at least \$10 to your HSA or \$260 annually.

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