



**McClatchy
2020 Health Savings Account
Employer Contributions**

Annual HSA Contribution Totals

(based on the month coverage begins)

| Month | EE Only | EE+Sp/Ch | Family |
|-----------|----------|----------|------------|
| January | \$500.00 | \$750.00 | \$1,000.00 |
| February | \$460.00 | \$690.00 | \$920.00 |
| March | \$420.00 | \$625.00 | \$835.00 |
| April | \$375.00 | \$565.00 | \$750.00 |
| May | \$335.00 | \$500.00 | \$670.00 |
| June | \$295.00 | \$440.00 | \$585.00 |
| July | \$250.00 | \$375.00 | \$500.00 |
| August | \$210.00 | \$315.00 | \$420.00 |
| September | \$170.00 | \$250.00 | \$335.00 |
| October | \$125.00 | \$190.00 | \$250.00 |
| November | \$0.00 | \$0.00 | \$0.00 |
| December | \$0.00 | \$0.00 | \$0.00 |

* McClatchy will make a contribution to each employee who enrolls in the Savings Advantage Plan and meets the IRS HSA eligibility rules.

* Contribution amounts will be made based on the level of coverage on the date of the installment.

* To be eligible for the contribution, the employee must be actively employed by McClatchy and enrolled in the Savings Advantage Plan on the date of the installment.

* Contributions will be deposited into the employee's HSA according to the schedule listed.

2020 Employer Contribution Schedule

Employee Only

| Coverage Begins | January | April | July | October |
|-----------------|----------|----------|----------|----------|
| January | \$350.00 | | \$150.00 | |
| February | | \$310.00 | \$150.00 | |
| March | | \$270.00 | \$150.00 | |
| April | | \$225.00 | \$150.00 | |
| May | | | \$335.00 | |
| June | | | \$295.00 | |
| July | | | \$250.00 | |
| August | | | | \$210.00 |
| September | | | | \$170.00 |
| October | | | | \$125.00 |
| November | | | | |
| December | | | | |

Employee + Sp/Ch

| Coverage Begins | January | April | July | October |
|-----------------|----------|----------|----------|----------|
| January | \$500.00 | | \$250.00 | |
| February | | \$440.00 | \$250.00 | |
| March | | \$375.00 | \$250.00 | |
| April | | \$315.00 | \$250.00 | |
| May | | | \$500.00 | |
| June | | | \$440.00 | |
| July | | | \$375.00 | |
| August | | | | \$315.00 |
| September | | | | \$250.00 |
| October | | | | \$190.00 |
| November | | | | |
| December | | | | |

Employee + Family

| Coverage Begins | January | April | July | October |
|-----------------|----------|----------|----------|----------|
| January | \$700.00 | | \$300.00 | |
| February | | \$620.00 | \$300.00 | |
| March | | \$535.00 | \$300.00 | |
| April | | \$450.00 | \$300.00 | |
| May | | | \$670.00 | |
| June | | | \$585.00 | |
| July | | | \$500.00 | |
| August | | | | \$420.00 |
| September | | | | \$335.00 |
| October | | | | \$250.00 |
| November | | | | |
| December | | | | |