2016 HEALTH SAVINGS ACCOUNT (HSA) CONTRIBUTION ELECTION AGREEMENT

This agreement is made between the employee and Penn State.

Employee Name

Penn State ID#

Effective with the next available payroll, the employee’s compensation will be reduced on a pre-tax basis by the amount(s) indicated below and contributed to the employee’s Bank of America Health Savings Account through Highmark Blue Shield.

The employee may make contribution amount changes on a monthly basis by completing a new HSA Contribution Election Agreement, which will replace in its entirety, the former agreement designating contributions.

The employee is responsible for ensuring that the employee’s annual maximum IRS contribution limit is not exceeded. Penn State is not responsible for tax consequences as a result of the employee contributing beyond the annual IRS contribution limit. In 2016, the employee cannot contribute on a pre-tax deduction basis more than $2,950 if enrolled in Individual coverage in the PPO Savings Plan or $5,950 if enrolled in Family coverage in the PPO Savings Plan. Any HSA contributions the employee makes directly to Bank of America also must be taken into consideration by the employee when determining whether the employee’s annual contribution limit has been exceeded.

Employees who are age 55 or older before the end of the year may contribute an additional $1,000 per year to the HSA directly with Bank of America.

<table>
<thead>
<tr>
<th>Plan Type</th>
<th>Penn State 2015 Contribution</th>
<th>PRE-TAX Contribution Per Pay</th>
<th>Annual IRS Contribution Limit for 2016 (including Penn State contribution)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual Coverage</td>
<td>$400</td>
<td>$</td>
<td>$3,350</td>
</tr>
<tr>
<td>Family Coverage</td>
<td>$800</td>
<td>$</td>
<td>$6,750</td>
</tr>
</tbody>
</table>

Employee Signature

Date

Please fax or mail the completed form