

2025 Open Enrollment

Build Benefits
to Support You

Engage. Review. Choose.



WHEN

Open Enrollment starts Wednesday, October 23, and ends at 11:59 pm ET on Wednesday, November 6.

WHERE

AGBenefits.com — Review options, then log in to [myAGBenefits](https://myAGBenefits.com) to see costs and make changes.

HOW

On the app — Download the MyChoice mobile app.



Online — Log in to [myAGBenefits](https://myAGBenefits.com).

When connected to the VPN on your AG computer, access is via single sign on through myAGBenefits.com. When not logged in, use your AG e00 credentials.

On the phone — Call the AGBenefits Service Center at 877-213-6240, Monday – Friday, 8 am – 8 pm ET.



Dear Associate,

For years, American Greetings has been able to keep healthcare cost increases for our associates much lower than the national average. Unfortunately, unprecedented inflation, rising costs of healthcare claims and growing healthcare trends nationwide continue to impact the medical coverage landscape, resulting in significant increases to the cost of healthcare, both nationwide and at American Greetings.

Given that, rates will go up more in 2025 than in most recent years, ensuring our medical and prescription drug plans can continue to meet the needs of our associates. While these increases are difficult, American Greetings continues to pay a majority of the healthcare costs, including the increases we are seeing in 2025, so we can continue to provide quality healthcare for our associates and their families.

There are no major changes to the medical/prescription drug plans, and costs and coverage remain the same for dental, vision, and voluntary life and long-term disability insurance.

We encourage you to **engage** with the resources provided in this newsletter, **review** your existing benefits and mindfully **choose** the benefits that will best meet your needs in 2025.

Chris Haffke

General Counsel and Chief HR Officer

Engage

- In this newsletter, read about what's changing in 2025.
- Know your options — look for the 2025 Benefits Guide on AGBenefits.com.
- Explore wellness resources like Rally Rewards, Real Appeal and more.

Review

- See your current Benefits Summary on myAGBenefits.
- Review your 2024 healthcare expenses on myuhc.com.
- Go to whyuhc.com/amgreetings to compare plan options, see if your providers are in-network, check medication coverage, etc.

Choose

Enroll in the benefits that will best support you in 2025.

- **On the app.** Download the MyChoice app.
- **Online.** Log in to myAGBenefits. When connected to the VPN on your AG computer, access is via single sign-on through AGBenefits.com. When not logged in, use your AG e00 credentials.
- **On the phone.** Call the AGBenefits Service Center at 877-213-6240, Monday – Friday, 8 am – 8 pm ET.

\$ Ways to Save on Healthcare Costs

The **2025 Benefits Guide** on AGBenefits.com offers guidance on how to spend wisely when you need prescription medications and medical services. See “Engage to Save on Healthcare” on page 12 for tips and tools to help you:

- Choose the best-value providers at myuhc.com > Find a Provider.
- Shop around for care at myuhc.com > Sign In > Find Care & Costs.
- Estimate costs ahead of a procedure.
- Save on medications.

WHAT'S CHANGING IN 2025

Effective January 1, 2025

There are no major changes to the medical/prescription drug plans American Greetings offers — an experienced network of providers and comprehensive coverage. Although we've managed to keep rate increases low for the past several years, factors such as high claims cost, inflation and healthcare trends have prompted a higher increase for 2025.

Medical/Prescription Drug

UnitedHealthcare/Optum Rx

Increase in associate contributions (rates)

With medical/prescription plan rates increasing, we encourage you to explore all your options and choose the plan that best fits your needs. Compare the plans at whyuhc.com/amgreetings.

Same network, new formulary/drug list

There is no change in the Standard Select pharmacy network, but we are moving to the Essential Preferred Drug List (formulary). You will be notified by mail in December if this impacts you.

Health Savings Account (HSA)

Optum Bank

Contribute more to your HSA

New IRS annual contribution limits will be:

- Single: \$4,300
- Family: \$8,550 (includes Associate and Spouse, Associate and Children.)

Retirement* Savings Plan

Vanguard

Contribute more to your 401(k)

The current annual maximum contribution is \$23,000. Limits for 2025 were not available at the time of printing. Look for the IRS 2025 limit to be updated soon on vanguard.com.

* Union associates should refer to the applicable collective bargaining agreement for retirement benefits.



Remember to:

- **Enroll through November 6.** This is your one chance each year to choose or change your benefits, unless you have a qualifying life event.
- **Elect your 2025 contribution amounts** for your Health Savings Account (HSA) and Flexible Spending Accounts (FSAs). These are the only benefits that will not roll over.
- **Check your beneficiaries.** Ensure your money goes to those you intended. Designate your beneficiaries for:
 - 401(k) – vanguard.com
 - HSA – optumbank.com
 - Life and AD&D – myAGBenefits.com

UNDERSTANDING YOUR RIGHTS AND NOTICES

The following required legal notices are available on AGBenefits.com.

- Summary Plan Descriptions (SPDs) and/or Summary of Material Modifications (SMMs)
 - Consolidated Welfare Benefits Plan and Insured Welfare Benefits Plan
 - Vision Benefit Plan
 - Retirement Savings Plan
 - Flexible Spending Account Plan
- Healthcare Summary of Benefits and Coverage (SBC) and Prescription Drug Comparison Chart
- Health Insurance Portability and Accountability Act (HIPAA)
- Women's Health and Cancer Rights Act of 1998 (WHCRA)
- Premium Assistance Under Medicaid and the Children's Health Insurance Program (CHIP)
- Prescription Drug Creditable Coverage
- Summary Annual Reports (SARs) for the American Greetings Insured Welfare Benefits Plan and the American Greetings Corporation Severance Benefits Plan
- Notice Regarding Wellness Program
- Notice of Nondiscrimination

This is a Summary of Material Modifications (SMM), a summary of the benefits available to eligible associates of American Greetings and its participating subsidiaries. If there is a conflict between this and any other description of these benefit plans, the plan documents, service agreements and insurance contracts will control. As with all company-sponsored benefit plans, American Greetings reserves the right to amend (subject to the provisions of collective bargaining agreements, where applicable), modify, revoke or terminate these plans in whole or in part at any time. No person speaking on behalf of American Greetings or the plan can amend the plan through a verbal or written statement without a plan amendment. Neither this document nor participation in the benefit plans described herein constitutes a promise of continuing employment with American Greetings or its subsidiaries. More information is available on AGBenefits.com or by calling AGBenefits Advisor at 800-397-9249 for a copy of the summary plan description or plan document.

WCN (NU/CU) 9/2024

