

Benefits 2015

Newsletter

**Open Enrollment
11/12—11/25**



AMERICAN GREETINGS

Partnering to Live Healthier in 2015

Dear Associate,

Healthcare costs continue to rise at an annual rate of 8 to 10 percent due to legislation, improvements in healthcare technology and the introduction of new specialty drugs, among other reasons. While these changes may have a positive impact on patients in terms of better diagnosis and treatment, they also increase cost. At American Greetings, the health and wellness of our associates has always been a top priority. That's why the Company invests considerable time, resources and money to ensure you have access to competitive healthcare benefits and programs that support your health and well-being.

We are all taking steps to become better educated healthcare consumers, as well as active participants in our personal wellness. I'm especially encouraged that 83 percent of associates have enrolled in a consumer (high deductible) health plan, a number that continues to increase every year. By taking more responsibility in managing our healthcare, we're becoming better consumers. We know that effective consumerism will help American Greetings and all of us better manage our costs over time, while continuing to provide access to top quality healthcare coverage. All of us are in this together. With that said, I would like to share with you important information (and good news!) regarding our 2015 health plans.

No plan design changes and minimal associate cost increases.

The enactment of the Affordable Care Act has added a new layer of complexity and increased cost to healthcare coverage over the last several years. We have worked closely with our vendors to negotiate lower costs and greater discounts, while continuing to make available a large network of providers. As a result, there will be only minimal premium increases for most associates in 2015. In addition, I'm pleased to report that there are no changes to the designs (i.e. deductibles and coinsurance levels) of our medical plans.

Stay focused on wellness and consumerism! Without question, one of the best ways to control healthcare costs is to stay healthy. American Greetings is once again providing the opportunity for associates to save additional money for healthy behaviors through healthcare premium credits and a discount for not using tobacco.

The healthcare premium credits are awarded for completing a physical exam, a biometric screening and physical activity. I encourage every associate to take advantage of the healthcare premium credits, if not to save money, then to champion your wellness.

Even when we do all the right things to manage our health, we sometimes need services. To be a savvy consumer, carefully review your options, quality and costs for services.

It's important to take an active role in managing your health and benefits, and to review your options each year. Studies have shown that the majority of employees don't do this and simply allow their elections to carry over year-to-year. **For 2015, we decided that all associates must re-enroll in healthcare benefits. If you do not enroll during Open Enrollment, you will not have healthcare medical benefits for 2015.**

Enroll early and add to your Health Savings Account (HSA). Benefits Open Enrollment is November 12—25. If you enroll in a consumer plan by November 18, we'll make an additional \$25 deposit to your HSA. Take a moment to learn about our high-deductible consumer plans, the benefits of an HSA and how they can be effective tools in managing your healthcare costs.

Because we recognize that making decisions about your benefits can be an overwhelming experience, we have resources available to help you, as described in this newsletter, which provides important information about the 2015 benefits plans offered by American Greetings. Please thoroughly review this newsletter and mark your calendar for 2015 Benefits Open Enrollment, November 12—25.

Best regards,



John Beeder
President & Chief Operating Officer

What's New for 2015?

Take Action!

Action is required for Medical Enrollment!

Your 2014 medical plan election will not automatically continue in 2015. You must make a medical election to have coverage in 2015.

Each year we evaluate our benefit programs and explore ways to update and optimize coverage, manage costs for associates and the Company and ensure the plans being offered are competitive with other employers. In 2015, we are tuning up our plans* as follows:



Medical

- **The network offered through UnitedHealthcare (UHC) has changed from the Choice Options Network to the Choice Plus Network** and will provide associates with greater in-network cost savings! Doctors and hospitals used by 99 percent of our associates will continue to be in the new UHC network. Use your new ID card to ensure coverage.
- **Live in Northeast Ohio?** Medical Mutual Supermed Plus network will be the only TPA and network for the Consumer Plan in Northeast Ohio because of their deeper provider discounts; the Consumer Plan through UHC will no longer be offered in this area. Before enrolling, carefully look at the in-network providers and facilities and evaluate your options. Certain University Hospitals providers and facilities are out-of-network under Medical Mutual Supermed Plus and would therefore be out-of-network under the Consumer Plan. Contact Medical Mutual to find out if your provider will be in-network or consider changing to the UHC Enhanced Consumer Plan.
- **The IRS increased contribution limits to Health Savings Accounts (HSAs):** \$3,350 individual / \$6,650 family. American Greetings will continue annual employer contributions at the same amount.
- **New Medical ID cards will be issued for 2015.**



Prescription Drug

American Greetings has many prescription cost management programs, which are regularly reviewed and updated. As a result:

- **In 2015, additional prescription drugs will be included on the formulary and exclusion lists.** This is due to the availability and encouraged use of lower-cost medications that provide the same benefits as higher-cost medications. Less than one percent of our associates will be impacted by the drug list changes. If you're affected by this change, you will receive a personalized letter this fall outlining your options, which include working with your doctor to get the prescriptions you need.
- **Filling a maintenance medication at an in-network retail pharmacy will require an additional step (phone call to Caremark).** Why? To make you aware of lower-cost options for filling maintenance medications.



Physical Exam/Biometrics Healthcare Premium Credits

- **Don't delay!** If your physical exam or biometric screening was completed before 2013, or you are not receiving credits now, your ACTION is required to receive credits in 2015. Complete your exam and screening, and send the information (or appeal) to LiveHealthier by Oct. 31, 2014, to receive credits in the first pay of 2015. **Not sure if you need to take action?** Log on to LiveHealthier to see if your action is required for 2015 credits.
- **How much can you save?** Your total annual savings could be up to \$312 if only the associate is covered, or up to \$672 when Associate + Spouse are covered.



Dental/Vision



- **Student status will no longer be required** to cover your dependent children for dental and vision up to age 23, an enhancement that will not increase premiums.
- **Remember! 2015 is not an election year for dental!** Dental is elected every other year, which helps keep premiums lower. **Changes are not allowed to your dental election until 2016 unless you experience a Qualified Life Event.**

*Associates residing in Hawaii or outside of the United States should refer to their enrollment packet or see AGBenefits for information on their plan options.

Get Ready for 2015

Remember!

2015 Benefits Open Enrollment is November 12–25, 2014.

Consider splitting up your family coverage to save money.

Most companies provide greater subsidies for employee only compared to employee plus dependent coverage. Therefore, your spouse or adult child could have lower cost options through their own employer and you could avoid the \$200/month spousal surcharge.

Take the time to grab that cash!

Only 44 percent of associates enrolled in medical plans are receiving all of the available healthcare premium credits American Greetings offers.

Make sure you've taken action to receive the Physical Exam, Biometric Screening and Physical Activity healthcare premium credits in 2015. Your total annual savings, if receiving all of the credits, could be as much as \$462 for Single or Associate + Child(ren) coverage, or up to \$882 for Associate and Spouse or Family coverage.



Wellness is an important part of your benefits package and being tobacco free is one of our wellness initiatives. You will be asked to confirm a Tobacco User Status when selecting your medical plan for 2015.

Non-tobacco users generally will pay up to 30 percent less for medical plan coverage than tobacco users.

Enroll in a consumer plan during the first week (November 12–18) and receive a \$25 HSA deposit in January!

At American Greetings we invest considerable time and money to provide you with comprehensive and quality benefits and resources at competitive rates. Please set aside some time to review the important materials you will receive so that you can make informed decisions about your coverage. **Take advantage of the tools and resources American Greetings has made available to you.**

- **AGBenefits.com** is your complete source for plan documents and comparison charts, vendor contact information, healthcare premium credit and wellness reimbursement forms, legal notices, summary plan descriptions and much more.
- **HealthAdvocate** is a service offered by American Greetings at no cost to help you and your eligible family members navigate healthcare and insurance-related questions, and help you make enrollment decisions. To learn more, contact HealthAdvocate at 866-799-2728.
- **LiveHealthier** is our one-stop partner to support wellness at American Greetings. To learn more about LiveHealthier, call 888-471-9465 or visit <https://aglivewell.livehealthier.com>. Information on all wellness programs is also available on AGBenefits.
- **Your personalized enrollment packet** (mailed to your home or plant location in early November) includes an enrollment worksheet to help you select your options and review associated costs, a quick reference wallet card, and other important information.

Healthcare Reform (also known as the Affordable Care Act) requirement for coverage.

Beginning in 2014, individuals are required to have healthcare coverage, either through their employer or elsewhere, or they may be subject to a tax. Benefits-eligible associates have the option of enrolling in American Greetings coverage or shopping for individual healthcare at federal or state-sponsored healthcare exchanges.

For more information on the ACA, visit www.healthcare.gov

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American Greetings
ATTN: Shared Services
One American Road
Cleveland, OH 44144-2398

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Understand Your Rights & Notices

The following required legal notices will be available on Oct. 15, 2014 at www.americangreetingsbenefits.com. We encourage you to review these notices as they can help you understand your coverage and rights.

- Healthcare Summary of Benefits & 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 & the Children's Health Insurance Program (CHIP)
- Prescription Drug Creditable Coverage
- Summary Annual Report (SAR) for the American Greetings Welfare Benefits Plan

ABOUT THIS GUIDE: This is a Summary of Material Modifications (SMM). This information is a summary of the benefits available to eligible associates of American Greetings and its participating subsidiaries. In the event of 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, to the extent permitted by law, American Greetings reserves the right to amend, modify, revoke or terminate these plans in whole or in part at any time. Neither this document nor participation in the benefits plans described here constitutes a promise of continuing employment with American Greetings. Please review summary plan descriptions for more information. US citizens who are not residents of Puerto Rico are eligible for FSA.