

# American Greetings Full Time & Cleveland Collective Bargaining Unit 2025 Medical Plan Contributions & Rewards



## 2025 Monthly Associate Contributions

American Greetings is committed to providing quality, competitive health plans to help you get healthy and stay healthy. Your associate contribution (payroll deduction) depends on the plan you choose and if you cover dependents. Spouse, when referred to in this document includes domestic partner.

| Non-Tobacco Rates            |          |                    |                        |            |
|------------------------------|----------|--------------------|------------------------|------------|
| Medical Option               | Single   | Associate + Spouse | Associate + Child(ren) | Family     |
| Consumer Plan - UHC          | \$160.00 | \$413.00           | \$298.00               | \$568.00   |
| Enhanced Consumer Plan - UHC | \$234.00 | \$620.00           | \$463.00               | \$819.00   |
| Traditional Plan - UHC       | \$404.00 | \$1,040.00         | \$790.00               | \$1,347.00 |

⇒ 1) \$

  

| Tobacco Surcharge |          |                    |                        |          |
|-------------------|----------|--------------------|------------------------|----------|
| Tobacco Surcharge | Single   | Associate + Spouse | Associate + Child(ren) | Family   |
| Surcharge Amount  | \$135.00 | \$270.00           | \$135.00               | \$270.00 |

⇒ 2) \$

  

Applies when you and/or your enrolled spouse use tobacco products.

| Spousal Surcharge |        |                    |                        |          |
|-------------------|--------|--------------------|------------------------|----------|
| Spousal Surcharge | Single | Associate + Spouse | Associate + Child(ren) | Family   |
| Surcharge Amount  | n/a    | \$200.00           | n/a                    | \$200.00 |

⇒ 3) \$

  

Applies when your enrolled spouse is employed and offered comprehensive medical coverage of at least \$1 million subsidized by at least 50% by their employer or unable to obtain coverage.

⇒ 4) \$

## YOUR TOTAL MONTHLY CONTRIBUTION

To determine your per pay amount, multiply your total monthly cost by 12 months and divide by your number of pay periods in the year. Each of the above items will appear separately on your paystub.

## 2025 Annual American Greetings Health Savings Account (HSA) Contributions

If you enroll in a UHC consumer plan, AG contributes to an HSA on a per paycheck basis. You can also contribute by logging on at [myAGBenefits.com](http://myAGBenefits.com) to make your HSA election.

| Medical Option               | Single   | Associate + Spouse | Associate + Child(ren) | Family     |
|------------------------------|----------|--------------------|------------------------|------------|
| Consumer Plan - UHC          | \$300.00 | \$600.00           | \$600.00               | \$600.00   |
| Enhanced Consumer Plan - UHC | \$500.00 | \$1,000.00         | \$1,000.00             | \$1,000.00 |

## 2025 Annual American Greetings Rally Wellness Rewards

We value your well-being and encourage a healthy lifestyle. If you enroll in an AG medical plan, you can earn Rally Wellness Rewards in HSA or Health Reimbursement Account (HRA) deposits for participating in activities that help you on your wellness journey. For more information on AG Wellness visit [AGBenefits.com](http://AGBenefits.com).

| Rally Activity   | Associate | Spouse   |
|--|-----------|----------|
| Complete the Rally health survey                             | \$100.00  | \$75.00  |
| Get a physical or prenatal exam                              | \$100.00  | \$75.00  |
| Have a biometric screening                                   | \$100.00  | \$75.00  |
| Get a cancer screening<br>(cervical, mammogram, colonoscopy) | \$100.00  | \$75.00  |
| Complete 3 Rally missions<br>- January - December            | \$50.00   | \$40.00  |
| Get Both 6-Month Dental Exams<br>(1 time deposit)            | \$50.00   | \$45.00  |
| Get an Eye Exam  | \$50.00   | \$45.00  |
| Annual rewards maximum                                       | \$550.00  | \$430.00 |



Update: 8/24