

American Greetings Full Time & Cleveland Collective Bargaining Unit 2026 Medical/Rx Plan Contributions & Rewards



2026 Monthly Associate Contributions

American Greetings offers competitive, high-quality medical, prescription drug (Rx), and wellness benefits to help you manage your health and stay well. Your associate contribution (payroll deduction) depends on the medical/Rx plan you select and whether you choose to cover dependents. For the purposes of this rate sheet, the term "spouse" also includes a domestic partner.

Non-Tobacco Rates					⇒ 1) \$
Medical/Rx Option	Single	Associate + Spouse	Associate + Child(ren)	Family	
Consumer Plan	\$179.00	\$462.00	\$333.00	\$636.00	
Enhanced Consumer Plan	\$262.00	\$694.00	\$518.00	\$917.00	
Traditional Plan	\$452.00	\$1,164.00	\$884.00	\$1,508.00	
Tobacco Surcharge					⇒ 2) \$
Tobacco Surcharge	Single	Associate + Spouse	Associate + Child(ren)	Family	
Surcharge Amount	\$135.00	\$270.00	\$135.00	\$270.00	
Applies when you and/or your enrolled spouse use tobacco products.					
Spousal Surcharge					⇒ 3) \$
Spousal Surcharge	Single	Associate + Spouse	Associate + Child(ren)	Family	
Surcharge Amount	n/a	\$200.00	n/a	\$200.00	
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.					
YOUR TOTAL MONTHLY CONTRIBUTION					⇒ 4) \$

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.

2026 Annual American Greetings Health Savings Account (HSA) Contributions

If you enroll in a consumer plan, AG contributes to an HSA on a per paycheck basis. You can also contribute by logging on at myAGBenefits.com to make your HSA election.

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

2026 Annual American Greetings Smart Rewards

We value your well-being and encourage a healthy lifestyle. If you enroll in an AG medical plan, complete simple activities in Anthem Smart Rewards (My Rewards), and you'll earn dollars deposited into your HSA or Health Reimbursement Account (HRA). Your covered spouse can join to earn even more! For more information on AG Wellness visit AGBenefits.com.

Activity in Smart Rewards	Associate	Spouse
Complete the health survey	\$100.00	\$75.00
Get a physical or well woman exam	\$100.00	\$75.00
Have a biometric screening	\$100.00	\$75.00
Get a preventive cancer screening (cervical, mammogram, colonoscopy)	\$100.00	\$75.00
Get both 6-month dental exams (1 time deposit)	\$75.00	\$65.00
Get an annual eye exam	\$75.00	\$65.00
Annual rewards maximum	\$550.00	\$430.00

