

# Your 2024 Healthcare Contributions

You and Russell Reynolds Associates share in the cost of your health care coverage. We employ a “fair share” approach for employee contributions. Paying your fair share means that your cost for coverage reflects your salary and the number of dependents you choose to cover. The distinct salary and coverage tiers ensure that all employees share in the cost of coverage equitably.

Monthly Rates								
Medical Coverage	High Deductible Health Plan		Value Plan		Classic Plan		Premium Plan	
	Employee	RRA	Employee	RRA	Employee	RRA	Employee	RRA
<b>Tier 1 - Base Salary Range \$0 to \$99,999</b>								
Employee Only	\$72.04	\$489.85	\$0.00	\$645.84	\$91.93	\$625.06	\$135.00	\$917.86
Employee + Spouse	\$161.38	\$1,097.24	\$99.88	\$1,346.79	\$205.94	\$1,400.12	\$302.40	\$2,055.99
Employee + Child(ren)	\$117.43	\$798.43	\$72.69	\$980.02	\$149.85	\$1,018.84	\$220.05	\$1,496.12
Family	\$252.88	\$1,719.31	\$156.51	\$2,110.33	\$322.68	\$2,193.92	\$473.85	\$3,221.68
<b>Tier 2 - Base Salary Range \$100,000 to \$199,999</b>								
Employee Only	\$88.67	\$473.22	\$0.00	\$645.84	\$113.15	\$603.84	\$166.15	\$886.71
Employee + Spouse	\$198.62	\$1,060.00	\$142.69	\$1,303.98	\$253.46	\$1,352.60	\$372.18	\$1,986.21
Employee + Child(ren)	\$144.53	\$771.33	\$103.83	\$948.88	\$184.43	\$984.26	\$270.83	\$1,445.34
Family	\$311.24	\$1,660.95	\$223.59	\$2,043.25	\$397.15	\$2,119.45	\$583.20	\$3,112.33
<b>Tier 3 - Base Salary Range \$200,000 to \$299,999</b>								
Employee Only	\$105.30	\$456.59	\$82.81	\$563.03	\$134.37	\$582.62	\$197.31	\$855.55
Employee + Spouse	\$235.87	\$1,022.75	\$185.50	\$1,261.17	\$300.98	\$1,305.08	\$441.97	\$1,916.42
Employee + Child(ren)	\$171.63	\$744.23	\$134.98	\$917.73	\$219.01	\$949.68	\$321.62	\$1,394.55
Family	\$369.59	\$1,602.60	\$290.66	\$1,976.18	\$471.62	\$2,044.98	\$692.55	\$3,002.98
<b>Tier 4 - Base Salary Range \$300,000+</b>								
Employee Only	\$138.55	\$423.34	\$176.79	\$469.05	\$176.79	\$540.20	\$259.62	\$793.24
Employee + Spouse	\$310.35	\$948.27	\$396.02	\$1,050.65	\$396.02	\$1,210.04	\$581.54	\$1,776.85
Employee + Child(ren)	\$225.84	\$690.02	\$288.17	\$764.54	\$288.17	\$880.52	\$423.17	\$1,293.00
Family	\$486.31	\$1,485.88	\$620.54	\$1,646.30	\$620.54	\$1,896.06	\$911.24	\$2,784.29

Monthly Rates		
Dental Coverage	Employee	RRA
<b>Tier 1 - Base Salary Range \$0 to \$99,999</b>		
Employee Only	\$6.79	\$45.47
Employee + Spouse	\$58.54	\$58.54
Employee + Child(ren)	\$42.61	\$42.61
Family	\$91.74	\$91.74
<b>Tier 2 - Base Salary Range \$100,000 to \$199,999</b>		
Employee Only	\$8.36	\$43.90
Employee + Spouse	\$58.54	\$58.54
Employee + Child(ren)	\$42.61	\$42.61
Family	\$91.74	\$91.74
<b>Tier 3 - Base Salary Range \$200,000 to \$299,999</b>		
Employee Only	\$9.93	\$42.33
Employee + Spouse	\$58.54	\$58.54
Employee + Child(ren)	\$42.61	\$42.61
Family	\$91.74	\$91.74
<b>Tier 4 - Base Salary Range \$300,000+</b>		
Employee Only	\$13.06	\$39.20
Employee + Spouse	\$58.54	\$58.54
Employee + Child(ren)	\$42.61	\$42.61
Family	\$91.74	\$91.74

Monthly Rates		
Vision Coverage	Employee	RRA
<b>Tier 1 - Base Salary Range \$0 to \$99,999</b>		
Employee Only	\$1.00	\$6.56
Employee + Spouse	\$8.47	\$8.47
Employee + Child(ren)	\$6.16	\$6.16
Family	\$13.26	\$13.26
<b>Tier 2 - Base Salary Range \$100,000 to \$199,999</b>		
Employee Only	\$1.21	\$6.35
Employee + Spouse	\$8.47	\$8.47
Employee + Child(ren)	\$6.16	\$6.16
Family	\$13.26	\$13.26
<b>Tier 3 - Base Salary Range \$200,000 to \$299,999</b>		
Employee Only	\$1.44	\$6.12
Employee + Spouse	\$8.47	\$8.47
Employee + Child(ren)	\$6.16	\$6.16
Family	\$13.26	\$13.26
<b>Tier 4 - Base Salary Range \$300,000+</b>		
Employee Only	\$1.89	\$5.67
Employee + Spouse	\$8.47	\$8.47
Employee + Child(ren)	\$6.16	\$6.16
Family	\$13.26	\$13.26