

# Your 2025 Healthcare Contributions

You and Russell Reynolds Associates share in the cost of your healthcare 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								
	High Deductible Health Plan		Value Plan		Classic Plan		Premium Plan	
MEDICAL COVERAGE	Employee	RRA	Employee	RRA	Employee	RRA	Employee	RRA
Tier 1 – Base Salary Range \$0 to \$124,999								
Employee Only	\$84.28	\$564.02	\$0.00	\$745.17	\$107.54	\$719.72	\$157.92	\$1,056.86
Employee + Spouse	\$188.78	\$1,263.41	\$216.99	\$1,452.17	\$240.90	\$1,612.16	\$353.74	\$2,367.36
Employee + Child(ren)	\$137.37	\$919.35	\$157.90	\$1,056.71	\$175.30	\$1,173.13	\$257.41	\$1,722.70
Family	\$295.82	\$1,979.68	\$340.01	\$2,275.46	\$377.47	\$2,526.16	\$554.30	\$3,709.58
Tier 2 – Base Salary Range \$125,000 to \$224,999								
Employee Only	\$103.73	\$544.57	\$0.00	\$745.17	\$132.36	\$694.90	\$194.36	\$1,020.42
Employee + Spouse	\$232.35	\$1,219.84	\$267.07	\$1,402.09	\$296.49	\$1,556.57	\$435.38	\$2,285.72
Employee + Child(ren)	\$169.08	\$887.64	\$194.34	\$1,020.27	\$215.75	\$1,132.68	\$316.82	\$1,663.29
Family	\$364.08	\$1,911.42	\$418.48	\$2,196.99	\$464.58	\$2,439.05	\$682.22	\$3,581.66
Tier 3 – Base Salary Range \$225,000 to \$299,999								
Employee Only	\$123.18	\$525.12	\$141.58	\$603.59	\$157.18	\$670.08	\$230.81	\$983.97
Employee + Spouse	\$275.92	\$1,176.27	\$317.14	\$1,352.02	\$352.08	\$1,500.98	\$517.01	\$2,204.09
Employee + Child(ren)	\$200.78	\$855.94	\$230.78	\$983.83	\$256.20	\$1,092.23	\$376.22	\$1,603.89
Family	\$432.35	\$1,843.15	\$496.94	\$2,118.53	\$551.69	\$2,351.94	\$810.14	\$3,453.74
Tier 4 – Base Salary Range \$300,000+								
Employee Only	\$162.08	\$486.22	\$206.82	\$538.35	\$206.82	\$620.44	\$303.70	\$911.08
Employee + Spouse	\$363.05	\$1,089.14	\$463.27	\$1,205.89	\$463.27	\$1,389.79	\$680.28	\$2,040.82
Employee + Child(ren)	\$264.18	\$792.54	\$337.11	\$877.50	\$337.11	\$1,011.32	\$495.03	\$1,485.08
Family	\$568.88	\$1,706.62	\$725.91	\$1,889.56	\$725.91	\$2,177.72	\$1,065.97	\$3,197.91

Monthly Rates		
DENTAL COVERAGE	Employee	RRA
Tier 1 – Base Salary Range \$0 to \$124,999		
Employee Only	\$6.96	\$46.59
Employee + Spouse	\$59.99	\$59.98
Employee + Child(ren)	\$43.67	\$43.66
Family	\$94.01	\$94.01
Tier 2 – Base Salary Range \$125,000 to \$224,999		
Employee Only	\$8.57	\$44.98
Employee + Spouse	\$59.99	\$59.98
Employee + Child(ren)	\$43.67	\$43.66
Family	\$94.01	\$94.01
Tier 3 – Base Salary Range \$225,000 to \$299,999		
Employee Only	\$10.17	\$43.38
Employee + Spouse	\$59.99	\$59.98
Employee + Child(ren)	\$43.67	\$43.66
Family	\$94.01	\$94.01
Tier 4 – Base Salary Range \$300,000+		
Employee Only	\$13.39	\$40.16
Employee + Spouse	\$59.99	\$59.98
Employee + Child(ren)	\$43.67	\$43.66
Family	\$94.01	\$94.01

Monthly Rates		
VISION COVERAGE	Employee	RRA
Tier 1 – Base Salary Range \$0 to \$124,999		
Employee Only	\$0.88	\$5.92
Employee + Spouse	\$7.63	\$7.62
Employee + Child(ren)	\$5.55	\$5.54
Family	\$11.94	\$11.93
Tier 2 – Base Salary Range \$125,000 to \$224,999		
Employee Only	\$1.09	\$5.71
Employee + Spouse	\$7.63	\$7.62
Employee + Child(ren)	\$5.55	\$5.54
Family	\$11.94	\$11.93
Tier 3 – Base Salary Range \$225,000 to \$299,999		
Employee Only	\$1.29	\$5.51
Employee + Spouse	\$7.63	\$7.62
Employee + Child(ren)	\$5.55	\$5.54
Family	\$11.94	\$11.93
Tier 4 – Base Salary Range \$300,000+		
Employee Only	\$1.70	\$5.10
Employee + Spouse	\$7.63	\$7.62
Employee + Child(ren)	\$5.55	\$5.54
Family	\$11.94	\$11.93