

MSRP Biometric Screening, MSRP Advocate and Non-Tobacco Healthy Credits

Take advantage of the financial incentives being offered by AutoNation to both you and your covered spouse/domestic partner if you enroll in medical coverage for 2025. **Refer to the chart below for next steps if you:**

- Currently receive 2024 MSRP Biometric and Non-Tobacco Credits (either because you passed the screening or failed one or both of the screening components and completed the alternative(s) to earn the healthy credits).
- Currently do not receive the MSRP Biometric and/or Non-Tobacco credits.

For 2024, if you and/or your spouse/domestic partner:	Receiving a credit in 2024?	What you need to do to get the healthy credits for 2025:
Currently receive all credits:		
<ul style="list-style-type: none"> • MSRP Biometric Screening 	Yes	No action required. Credit will automatically rollover for 2025.
<ul style="list-style-type: none"> • Non-Tobacco 	Yes	<p>Employees: Must answer the tobacco question online during Annual Enrollment each year. The Non-Tobacco credit does NOT rollover.</p> <p>Spouses/Domestic Partners: No action required. Credit will automatically rollover for 2025.</p>
Screened and passed the MSRP biometric screening, or failed and completed the MSRP Health Advisor call, but did NOT earn the Non-Tobacco credit.		
<ul style="list-style-type: none"> • MSRP Biometric Screening 	Yes	No action required. Credit will automatically rollover for 2025.
<ul style="list-style-type: none"> • MSRP Health Advisor 	Yes (if applicable)	No action required. Credit will automatically rollover for 2025.
<ul style="list-style-type: none"> • Non-Tobacco 	No	<p>Employees: Must answer the tobacco question online during Annual Enrollment each year. The Non-Tobacco credit does NOT rollover.</p> <p>Spouses/Domestic Partners: Complete the online tobacco cessation course by 12/31/2024.</p>
Screened and failed the MSRP biometric screening and did NOT complete the MSRP Health Advisor call, but earned the Non-Tobacco credit.		
<ul style="list-style-type: none"> • MSRP Biometric Screening 	No	No new screening required. See below for what action to take to earn the MSRP credit for 2025.
<ul style="list-style-type: none"> • MSRP Health Advisor 	No	You must call the MSRP Health Advisor between 10/01/2024-12/31/2024 . You will access the MSRP screening results (the results from the screening you completed when trying to earn your credit for 2024) on the Quest website and call the MSRP Health Advisor to earn your credit.
<ul style="list-style-type: none"> • Non-Tobacco 	Yes	<p>Employees: Must answer the tobacco question online during Annual Enrollment each year. The Non-Tobacco credit does NOT rollover.</p>

Spouses/Domestic Partners: No action required. Credit will automatically rollover for 2025.

Currently do not receive any credits because you did NOT get screened for 2024:

- MSRP Biometric Screening

No

Must complete the MSRP Biometric Screening at Quest Patient Service Center by **12/31/2024**.

- MSRP Health Advisor

**No
(if applicable)**

If you screen and fail the screening, you must call the MSRP Health Advisor between **10/1/2024-12/31/2024**.

- Non-Tobacco

No

Employees: Must answer the tobacco question online during Annual Enrollment.

Spouses/Domestic Partners: Must complete the MSRP biometric screening at Quest Patient Service Center by **12/31/2024**. Screening will include screening for nicotine.