

MAGNOLIA PHYSICIAN SERVICES BENEFIT SUMMARY Effective 01/01/2020

BENEFITS		PAID BY		COST PER PAY PERIOD		FT		FT/PT		NOTES		DESCRIPTION	
Health Insurance - Trustmark Health	Plan self-insured by Employer, Deductions shown paid by Employee	FULL-TIME/FULL-TIME MEDICAL	Employee - \$7.50 Emp+child(ren) - \$77.00 Emp+Spouse - \$87.00 Family - \$117.00 Part Time-Eligible Employee - \$153.50 Emp+Child(ren)- \$200.00 Emp+ Spouse - \$230.00 Family - \$308.50 Rates per pay period	Included w/Health	Effective w/Health Insurance.	Effective 1st of the month after eligibility date. Open Enrollment - (Oct-Nov after eligibility date. Dec- all benefits) Changes effective January 1.	Effective 1st of the month after eligibility date. Open Enrollment - (Nov-TIME Medical - 30-35 hours per week Part-Time- Eligible 20-29 hours per week	Effective w/Health Insurance.	Genetic Brand - Copay is \$7.00 Name Brand - Copay is the greater of \$20.00 or 25%.			TSPO: Physician's Office \$25.00 Copay, Inpatient Visit - \$300.00 deductible. Pays at 90%. Outpatient Visit - \$300.00 Deductible. Pays at 70%. Out of Network: Physician's Office No copay, \$2,400.00 deductible. Pays at 50%. All deductibles per person per calendar year. 3 family members max. Note: With an "Out of Network Referral" form, (People Page - Shared Documents) benefits will be paid at TSPO level, for services are not available in TSPO.	
Flexible Spending Account - Trustmark Health Benefits	Fees paid by Employer, Contributions by Employee	Contribution determined by employee (FSA \$2750 annual max - DCC \$5000 annual max)	Eligible 1st of the month after 90 days of employment	Eligible 1st of the month after 80 days of employment									
Dental Insurance - Sun Life	Employee	Single - Option 1 \$15.10 Single - Option 2 \$18.95 Family - Option 1 \$45.32 Family - Option 2 \$48.72	Effective 1st of the month after eligibility date	Effective 1st of the month after eligibility date	Class A & B - Preventive & Basic Procedures - No Waiting Period deductible per calendar year. 3 family members max. Basic plan 80% \$1500 annual max. Enhanced Plan 80% \$1500 annual max. Orthodontics: life time benefit. Basic plan \$1,000. Exam & lenses every 12 mos., Frames every 24 mos., or Contacts every 12 mos., Co-Pay is \$10.00 on Exams & \$15.00 on glasses.	Effective 1st of the month after eligibility date	Effective 1st of the month after eligibility date	Effective 1st of the month after eligibility date					
Vision - VSP	Employee	Emp - \$5.40 Emp + Spouse - \$8.65 Emp + Child (ren) - \$8.82 Emp + Family - \$14.25	Effective 1st of the month after eligibility date	Effective 1st of the month after eligibility date									
Group Life Insurance - Sun Life	Employer + pays employee coverage. Employee - pays for dependant coverage	Dependent coverage - \$1.42 1st pay period of the month after eligibility date. (90 days of employment required)	Effective 1st of the month after eligibility date. (90 days of employment required)	Effective 1st of the month after eligibility date. (90 days of employment required)									
Long Term Disability - UNUM	Employer	Effective 1st of the month after eligibility date. (90 days of employment required)	Effective 1st of the month after eligibility date. (90 days of employment required)	Effective 1st of the month after eligibility date. (90 days of employment required)									
Retirement - 401a	Employer	4% gross earnings (max \$11,400 per calendar year) Additional 2% (max \$5,700/w/457b participation employees / immediate (with quarter for new hire employees / immediate (with quarter for new hire employees	Effective 1st day of next quarter for new hire employees / immediate (with quarter for new hire employees / immediate (with quarter for new hire employees	Effective 1st day of next quarter for new hire employees / immediate (with quarter for new hire employees / immediate (with quarter for new hire employees	Vesting 4 years - 25% per calendar year (1000 hours required.)								
Retirement - 457B	Employee	% selected by employee (4% min for additional 2% in 401a) \$19,500 max under 50 years of age; \$28,000 50+	Effective 1st day of next quarter for new hire employees / immediate (with quarter for new hire employees / immediate (with quarter for new hire employees	Effective 1st of the month after eligibility.	Guaranteed issue up to 200k when 1st available. Approval by individual basis to new hires and during open enrollment in December.								
Supplemental Life - Sun Life	Employee												
Accident - UNUM	Employee												
Cancer - Sun Life	Employee												

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Critical Illness - UNUM	Employee	Determined by employee	Effective 1st of the month after eligibility.	Effective 1st of the month after eligibility.		
Hospital Indemnity - UNUM	Employee	Determined by employee	Effective 1st of the month after eligibility.	Effective 1st of the month after eligibility.		
Short Term Disability - UNUM	Employee	Determined by employee	Effective 1st of the month after eligibility.	Effective 1st of the month after eligibility.	Elimination period according to plan selected	
E.A.P.	Employer		Eligible	Eligible		E.A.P., (Employee Assistance Program) is a free service for all employees and their immediate family members for counseling.
DIRECT DEPOSIT	N/A	N/A				Mandatory. Failure to provide required information will result in suspension.
PTO (FT ONLY)	Employer	Yes				MPS Administrators (employer paid FT employees) Days per calendar year - Medical Residents 1: 14 days; Medical Residents 2 & 3 and Cardio Fellows: 21 days; Physicians, NPs & Administrators: 30 days. Additional days for Education and Business
OPEN ENROLLMENT IS HELD OCTOBER-NOVEMBER FOR ENROLLMENT, CHANGES OR CANCELLATIONS TO BE EFFECTIVE JANUARY 1. NO CHANGES ALLOWED MID-YEAR UNLESS THERE IS A CHANGE OF STATUS OR QUALIFYING EVENT.						