

MAGNOLIA PHYSICIAN SERVICES BENEFIT SUMMARY Effective 01/01/2020

BENEFITS	PAID BY	COST PER PAY PERIOD	FT	F/T/TE	NOTES	DESCRIPTION
Health Insurance - Trustmark Health Benefits	Plan self-insured by Employer; Deductions shown paid by Employees	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 - \$306.50 Rates per pay period	Effective 1st of the month after eligibility date. Open Enrollment - (Oct-Nov) Open Enrollment - (Nov-Dec- all benefits) Changes effective January 1.	Effective 1st of the month after eligibility date. Open Enrollment - (Nov-Dec- all benefits) Changes effective January 1.	Full-Time 36-40 hours per week Part-Time-Eligible 20-29 hours per week Physician's Office - No Copay, \$950.00 Physician's Office - Out of Network: 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 TSPQ level, for services are not available in TSPQ.	Generic Brand - Copay is \$7.00 Name Brand - Copay is the greater of \$20.00 or 25%.
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 90 days of employment.		
Dental Insurance - Sun Life	Employee	Single - Option 1 \$15.10 Single - Option 2 \$18.35 Family - Option 1 \$45.32 Family - Option 2 \$48.72 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	Class A & B - Preventive & Basic Procedures - No Waiting Period Class C - Major procedures - 6 months Class D - Orthodontics - 12 months Preventative: No deductible, 100% 2 visits per calendar year. Covered procedures: \$50 deductible per calendar year, 3 family members max; Basic plan 80% \$1000 annual max; Enhanced Plan 80% \$1500 annual max; Orthodontics: life time benefit, Basic plan \$1,000; Enhanced plan \$1,500..	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.
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)		Employees life benefit - 1 X Annual Salary up to \$250,000.00. Dependent coverage benefit - Spouse \$5,000, Children - \$2,500 ea.	
Long Term Disability - UNUM	Employer	Effective 1st of the month after eligibility date, (90 days of employment required)		90 days		Pays 60% of employee's salary after an employee has to be off longer than 3 months for a disability. \$7,500/\$15,000 monthly max
Retirement - 401a	Employer	4% gross earnings (max \$11,400 per calendar year) Additional 2% (max \$5,700/w/457b participation) Effective 1st day of next quarter for new hire employees / immediate (with eligibility) for current employees	Effective 1st day of next quarter for new hire employees / immediate (with eligibility) for current employees	Effective 1st day of next quarter for new hire calendar year (1000 hours required.) Vesting 4 years - 25% per		
Retirement - 457B	Employee	% selected by employee (4% min for additional 2% in 401a) quarter for new hire employees / immediate (with eligibility) for current employees age: \$26,000 50+	Effective 1st of the month after eligibility. employees quarter for new hire employees / immediate (with eligibility) for current employees	Guaranteed issue up to 200k when 1st available. Approval by company for later enrollment requests		This is term life insurance and is offered on an individual basis to new hires and during open enrollment in December.
Supplemental Life - Sun Life	Employee	Determined by employee	Effective 1st of the month after eligibility.	Effective 1st of the month after eligibility.		
Accident - UNUM	Employee	Determined by employee	Effective 1st of the month after eligibility.	Effective 1st of the month after eligibility.		
Cancer - Sun Life	Employee	Determined by employee	Effective 1st of the month after eligibility.	Effective 1st of the month after eligibility.		

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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.						