

Molina Healthcare / My Choice Wisconsin Frequently Asked Questions (FAQs)

Updated May 2023

About Molina

Q. Can you tell me more about Molina?

A: Molina believes every person, family and community deserves access to high-quality health care regardless of their situation. Our mission is to deliver effective, reliable and affordable health care to those who need it most. We strive to meet the physical, social and emotional needs of each member and to strengthen the communities we serve.

What started in 1980 as one clinic in Long Beach, aimed at addressing the disparities in access to quality health care, has grown into 19 health plans across the country. For over 40-years we've been improving the lives of our 5.1 million members across the country by pioneering health care services exclusively for those with government-sponsored health care.

As our membership has grown over the years, so has our commitment to the communities we serve. In 2020, we launched the [MolinaCares Accord](#), which makes substantial investments to improve members' access to health care.

About the Transaction

Q: What is the timeline for these changes?

A: We are actively working with various regulators to secure regulatory approval for our transaction to close. At this time, we don't have a firm target date for Day One.

Operations

Q. How will the transaction impact My Choice members and other key stakeholders?

A. Until closing, Molina and My Choice will continue to operate as two separate companies. After closing, Molina will offer My Choice members care and services similar to what they currently receive. As a mission-driven organization, Molina is dedicated to providing high-quality care for all of our members. [Learn more here.](#)

Employment

Q. When should employees expect offers or confirmation of employment?

A. Information about this process will be shared as soon as it is available. Molina intends to provide employment to all employees of My Choice in good standing, as reasonably determined by My Choice and Molina leadership.

Q. Will we have to reapply or interview for our positions?

A. No. Molina intends to provide employment to all employees of My Choice in good standing, as reasonably determined by My Choice and Molina leadership.

Q: When is my first official day with Molina?

A: Your first official day as a Molina employee is the day the deal closes, referred to as “Day One.”

Q. What is Molina’s stance on working remotely?

A. The health and safety of our employees is Molina’s top priority. Most Molina’s employees are currently working from home and will continue to work from home provided productivity and engagement levels are sustained. Based upon the nature of your job and leader expectations, you may be expected to regularly or periodically work from the office. Senior leadership teams will determine these expectations.

Benefits

Q: What benefits does Molina offer?

A: Please see our [2023 Benefits Guide](#) for complete details on all Molina benefits.

Q: When do medical benefits start?

A: Your Molina medical benefits will be effective immediately on the day of the close when you become a Molina employee, as long as you have at least 30 days of service with My Choice and you have enrolled in the Molina benefits during the open enrollment period. If you do not enroll during open enrollment, you will not be eligible to participate in the plan until January 1, 2024 unless you experience a qualifying life event.

Q: Who in my family can participate in benefits?

A: Your legal spouse and dependent child(ren) up to age 26 are eligible to participate in Molina’s benefit plans. If your spouse has access to medical insurance through his/her employers, he/she is not eligible for the Molina medical insurance plan. Enrollment in the Molina dental and/or vision plan is allowed.

Once the transaction closes, My Choice benefit vendors will be notified of your termination of employment and benefit coverage termination date. The termination of the benefit is considered a Qualifying Life Event, allowing enrollment in another health insurance plan outside the open enrollment period. In the event your spouse is not eligible for the Molina medical plan, we recommend your spouse contact their employer to inquire about their mid-year benefit change process.

Q: Will I receive credit for any deductibles or coinsurance expenses I paid under the My Choice medical plan before closing?

A: All 2023 deductible or coinsurance expenses paid by My Choice employees moving to Molina will be recognized under the Molina medical plan in which they enroll. The goal is to ensure a smooth transition with minimal disruption to employees. Molina will coordinate with your current carrier to acquire year-to-date accumulators to the Molina medical plan. This will not occur until a number of weeks after the transition to allow your current carrier to process any outstanding claims.

Q: Will I receive credit for my years of service with My Choice?

A: Yes, you will receive credit for your years of service with My Choice Wisconsin, Inc. or My Choice Wisconsin Health Plan, Inc. for purposes of eligibility, participation, vesting, and benefit accruals under any employee benefit, compensation plan, or Molina program in which you are eligible to participate.

Q: How is vacation or PTO (Paid Time Off) accrued?

A: Employees joining Molina will be credited with up to 3 days of accrued and unused Paid Time Off to which they are entitled from My Choice immediately prior to closing. Employees will begin accruing a new balance of Paid Time Off on their first day of employment based on job level and seniority date. In addition, employees receive 24 hours of Volunteer Time Off (VTO). More details regarding job level will be provided as we integrate My Choice jobs into Molina's job classification structure.

Molina's PTO accrual schedule for all Full-Time employees (30+ hours per week) is as follows. Employees can accrue up to 1.5 times their annual PTO accrual. Paid time off stops accruing once the Accrual Cap is reached and resumes once the balance falls below the cap.

Manager and Below	Years of Service	Days Per Year	Accrual Cap (Days)
	0 through 4	18 days	27 days
	5 through 9	23 days	34.5 days
	10 and above	28 days	42 days
Directors, AVPs, State Medical Directors	Years of Service	Days Per Year	Accrual Cap (Days)
	0 through 4	23 days	34.5 days
	5 and above	28 days	42 days
VPs and Above	Years of Service	Days Per Year	Accrual Cap (Days)
	Any	28 days	42 days

Q: Which holidays does Molina observe?

A: Molina observes eight paid holidays, two ½ day holidays, and one floating holiday. The floating holiday is provided to regular full-time employees with a start date on or before September 30 of the current year. Current holidays observed are:

- New Year's Day
- Martin Luther King, Jr. Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve (1/2 Day)
- Christmas Day
- New Year's Eve (1/2 Day)

Q: What will happen to my 401(k) plan account?

A: You will be eligible to participate in Molina's 401(k) plan if you have 30 days of service with My Choice and are 21 years or older.

You will be auto-enrolled in Molina's 401(k) plan at a contribution rate of 4%, and Molina will match that 4% dollar-for-dollar. We offer a pre-tax and a Roth after-tax contribution option. There is a one-year vesting period for the company match.

Molina will honor your original hire date from My Choice for service time for eligibility and company match vesting.

Q. Does Molina offer Educational Assistance? Does Molina reimburse for the cost of medical licenses, RN licenses, etc.?

A. Yes, Molina provides up to \$5,250 annually for employees who successfully complete approved courses and certifications. Eligible courses include college (Associates, Bachelors, Masters, or Doctorate) and Certification courses from accredited schools related to the employee's current role or probable future assignment. A copy of Molina's [Continuing Education and Licensure policy](#) has been added to the [My Choice Welcome website](#).

Q. Where can I go for more information?

A. Visit the My Choice Welcome website for information and resources related to the transition.