



Company Name: PROJECT SOUTH INSTITUTE

Group ID(s): 717759

2022 Open Enrollment Deadline - June 30, 2022

During "Open Enrollment" staff members are able to add or remove individuals from your coverage and/or make changes to your health insurance plan without penalty. Please join us Tuesday at 11:00 am for an in-service to learn more about our plan and how to take advantage of the services offered.

Project South

- Covers 100% of your health insurance premium for you, and your family
- Provides the amount of your annual deductible to your Health Savings Account to be used at your discretion.

Benefits

Health Insurance

All permanent staff (part and full time) receive health care benefits. Staff members choose either the individual or family plans, and Project South pays the full premium of the shared health care package for both options. Project South provides additional funds deposited into individual Health Savings Accounts for staff members to support healthcare payments up to the deductible amount (\$1500 for individual plans; \$3000 for family plans). Half of their deductible is placed in their HSA at the beginning of the year (January 1), the remaining balance deposited mid-year (June 30). Between January 1 and June 30, staff members can request the full amount of their deductible to cover unforeseen healthcare costs.

Health Savings Account (HSA)

Project South provides a bi-annual payment towards the individual Health Savings Account (HSA) for each staff member in the amount of the annual deductible to help offset the cost of the High Deductible Plan.

Each staff can choose to deduct additional funds from their paycheck to their HSA up to the annual limit determined by the IRS. The annual limit on HSA contributions for 2022 is \$3,650 for self-only and \$7,300 for family coverage. The HSA remains with the staff member regardless of employment status with Project South.

Continuation of Health Coverage upon Separation-COBRA

Staff members and members of their families who are covered under Project South's group health insurance plan may continue coverage under the group plan for up to 18 months, at the staff members' expense, after eligibility would otherwise terminate due to death, termination of employment, divorce or other qualifying events. For further information about the right to continue coverage, and any requirements you must fulfill to be eligible, please contact the Director of Operations.

