



Molina Healthcare (“Molina”) / Bright HealthCare (“Bright”) Frequently Asked Questions (FAQs)

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About Molina

Q. Can you tell me about Molina?

A. Molina believes every person, family, and community deserves access to high-quality health care regardless of their situation. We pioneer health care services exclusively for those with government-sponsored health care. Through the [MolinaCares Accord](#) we are also committed to the communities we serve. [Learn more about Molina.](#)

Employment

Q. What does my future look like at Molina. What employment guarantees are in place?

A. Molina is a growing organization with no shortage of opportunities. While there are no employment guarantees and your employment with Molina is at will, just as it is with Bright, we are committed to finding permanent homes for our Bright team members and are confident we need your skills and abilities in helping us see this integration through. That said, we understand employees are interested in understanding severance eligibility should their role be eliminated. For a period of 12 months post-close, employees will be eligible for severance under the Bright severance program, after which they will be eligible for severance pursuant to Molina’s [severance policy](#).

Q. Can employees expect offers of employment? Will we have to reapply or interview?

A. Molina will provide employment confirmation letters to all employees identified by Bright as transitioning employees. You will not need to reapply or interview for the role listed in your confirmation letter.

Q. Will my job title change?

A. In collaboration with Bright, Molina will map current Bright job titles and responsibilities to those jobs that exist today at Molina. As a result, your job title may change but your responsibilities should largely remain the same.

Q. If my job is currently salaried, will I remain salaried?

A. Bright job descriptions, peer-to-peer conversations and Molina’s job mapping exercise will inform your job title and the corresponding exemption status at Molina.

Q. When is my first official day with Molina?

A. The day the deal closes. We are committed to keeping you updated on timing.

Total Rewards

Q. Will my base pay change?

A. Your base pay will remain the same at the time of close, after which eligible employees (up to Director level only) may be awarded annual merit increases, which typically occur in or around April, as part of Molina's pay-for-performance compensation program.

Q. What happens to my annual bonus?

A. For a period of 12 month post-close, you will be eligible for an annual bonus, after which, annual bonus eligibility under Molina's Short-Term Incentive Program will be dependent upon the job title to which you are mapped into the Molina organization. Assuming a close date of January 1, 2024, your annual bonus target will remain unchanged for the 2023 and 2024 calendar years.

Bright Leadership has confirmed that annual bonuses for 2023 will be funded and paid at target, payable in March 2024 by Molina. Funding levels for 2024 bonuses, payable in March 2025 will be determined by Molina.

No later than 30 days prior to close, you will receive a detailed confirmation letter, which will contain information related to Molina bonus targets for those who are eligible.

Q. I earn a quarterly bonus at Bright. What will happen to my quarterly bonus?

A. Check back for an answer soon.

Q. I earn sales commissions. What will happen to my sales commissions?

A. Check back for an answer soon.

Q. Will my eligibility for equity change?

A. Eligibility for equity under Molina's Long-Term Incentive (LTI) Program is based on job level. Your confirmation letters will provide additional information regarding eligibility to participate in Molina's LTI Program. Any unvested Bright equity will be forfeited at the time of close.

Q. What benefits does Molina offer?

A. Please see our [2023 Benefits Guide](#) for a complete benefits outline. More details will be provided in the coming months.

Q. When do I become eligible for Molina benefits?

A. On the day of the close, when you become a Molina employee, if you have at least 30 days of service with Bright and have enrolled in Molina benefits during open enrollment. Termination of benefits with Bright is considered a Qualifying Life Event, allowing enrollment in another health insurance plan outside the open enrollment period. Note: if your spouse is not eligible for the Molina medical plan, we recommend they contact their employer to inquire about their mid-year benefit change process.

Q. When will Molina's Benefits enrollment period occur?

A. We anticipate 30 days prior to the close.

Q. Will I have to enroll in Bright Benefits during Open Enrollment?

A. This is dependent upon the transaction close date. For example, in the event the close occurs after January 1, 2024, you will need to enroll in Bright's benefits initially and then later, enroll in Molina's benefits during Molina's Open Enrollment. *Note: Bright's Benefits do not automatically rollover to Molina's Benefits.*

Q. What happens to my unvested 401(k) company match?

A. Any unvested portion of your Bright 401(k) will be forfeited at the time of close. Note, however, that Molina is honoring service dates for Bright, Brand New Day and Central Health Plan for purposes of 401(k) match vesting, which has a 1 year of service vesting requirement.

Q. Who in my family can participate in benefits?

A. Your legal spouse and dependent child(ren) up to age 26 are eligible. If your spouse has access to medical insurance through their employer, they are not eligible for the Molina medical insurance plan. Enrollment in the Molina dental and/or vision plan is allowed.

Q. Will I receive credit for my years of service?

A. Yes. You will receive credit for your years of service at Bright, Brand New Day, or Central Health Plan 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. What happens to my accrued, unused PTO with Bright?

A. Employees will be paid out at least 80% of their accrued and unused PTO by Bright unless otherwise required by law. Upon joining Molina, employees will receive a credit for the remainder of their PTO balance (up to 20%).

New: Q. Is there a minimum number of PTO hours that can be carried over from Bright to Molina?

A. There is no minimum to be rolled over. It will be the remainder of Bright PTO balance (up to 20%).

New: Q. I have previously approved vacation time scheduled after the New Year. What happens if the PTO carried over to Molina is not enough to cover the time off?

A. Once the acquisition is finalized, previously approved PTO requests should be entered into the Molina timekeeping system, Kronos. Molina leaders will do their best to honor previously approved PTO requests. Molina also grants one floating holiday (8 hours) on January 1 to be used at the employee's discretion throughout the year.

New: Q. Are PTO days issued at the beginning of the year or are they earned each pay period?

A. PTO is accrued per pay period based on job level and tenure (see chart below).

Q. How is Paid Time Off (PTO) accrued?

A. Employees will begin accruing PTO on their first day of employment with Molina. Annual accruals range from 18 to 28 days of PTO, with specific accrual rates based on job level and tenure (see

below). Service dates with Bright, Brand New Day or Central Health Plan will be applied for purposes of PTO accruals. PTO is used for vacation, sick and personal time.

Up to Manager Level	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 and AVPs	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. We offer a total of ten paid holidays, consisting of eight full and two ½ day holidays (listed below), as well as one floating holiday.

- 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 is Molina’s stance on Volunteerism?

A. Eligible employees have up to 24 hours of Volunteer Time Off (VTO) annually for approved volunteer activities, including those that are hosted by 501(c)(3) or non-profit organizations that operate exclusively for charitable, religious, scientific, literary, or educational purposes.

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

A. You are eligible to participate in Molina’s 401(k) plan if you have 30 days of service with Bright and are 21 years old or older. You will be auto-enrolled in the plan at a contribution rate of 4%, and Molina will match that 4% dollar-for-dollar. We offer pre-tax and Roth after-tax contribution options. There is a one-year vesting period for the company match. Service time with Bright, Brand New Day and Central Health Plan will be honored for vesting purposes.

Q. How does Molina support career development?

A. Various programs, including Pathways to Success, are designed to help you navigate career opportunities and leverage your skills across the organization. We value our internal pipeline of talent. We routinely review internal talent profiles before going externally for key positions and we encourage employees to apply for open positions in the organization for which they are qualified.

Q. Does Molina offer Education Reimbursement?

A. Molina provides up to \$5,250 annually to eligible employees for qualifying expenses related to tuition. Continuing education, certifications, and licensure reimbursement are also offered. These expenses must be pre-approved by leadership and be directly related to your role or a future role within Molina.



How We Work

Q. I currently go into an office. Will I continue to do so?

A. Molina supports remote and hybrid work arrangements. We have reservable desk space available in most of our offices for employees who are required to or prefer to work from an office periodically. More information to come related to in-office expectations post-close. Until then, business as usual.

Q. At Bright I work overtime. Will that still be offered with Molina?

A. Similar to Bright, overtime is not guaranteed and requires manager pre-approval at Molina. Department-specific operational needs will dictate when and whether overtime is required.

Technology

Q. Will I get new equipment?

A. You will retain your existing equipment.

Q. How soon after close will we transition to Molina systems?

A: Operational systems will remain as is at close. Integration work will begin in 2024 to support the 2025 benefit plan year. There will be more information to come on the timing and expectations in early 2024. Your leadership team will communicate these changes with advance notice and Molina will offer ample training on new systems prior to implementation. Note, some systems, such as those utilized in HR, Payroll and Finance will transition at the time of close.

More Information

Q. Where can I go for more information?

A. Visit the [informational site](#) for ongoing updates and resources. If you have questions about your individual situation, contact the Employee Resource Center at erc@molinahealthcare.com.