

2025 Open Enrollment

# Welcome,

**MPS**





# 401(k) Match

As part of MPS’ ongoing commitment to your wellbeing and future success, starting January 1, 2025, MPS will offer a **401(K) Match** of up to \$6,000 annually.

To receive the full \$6,000 MPS match, you will need to contribute at least \$230.77 per paycheck.

- Employees under the age 50 are allowed to contribute up to **\$23,500**
- Employees above the age of 50 can contribute up to **\$31,000**
- Employees between the ages of 60-63 can contribute up to **\$34,750**

401(K) CONTRIBUTION LIMITS WITH CATCH-UPS

Age at Year-End	2024	2025	\$ Change	% Change
Under 50	\$23,000	\$23,500	\$500	2.2%
50-59	\$30,500	\$31,000	\$500	1.6%
60-63	\$30,500	\$34,750	\$4,250	14%
64 and Over	\$30,500	\$31,000	\$500	1.6%

Source: Internal Revenue Service

No true up allowed at year-end

# On to our other many amazing benefits!

- Monolithic Power System continues to provide comprehensive benefits to support employees physical, social, emotional, and financial wellbeing.
- There is one carrier change for January. Due to a higher than-expected dental renewal, we'll be moving to Ameritas for 2025.
- Monolithic Power System pays 85% of the premium for employees and dependents for Medical, Dental and Vision.
- Life and Disability are fully paid by Monolithic Power Systems.



# What is Open Enrollment?

The once-a-year opportunity to change your health insurance elections in ADP:

- Confirm all 2025 benefits
- Change plans
- Add/drop coverage for yourself and dependents
- Review address and beneficiaries for accuracy
- Open Enrollment runs from:  
**November 14<sup>th</sup> to December 4<sup>th</sup>**



## When else can I make changes?

The only time you can change plans outside Open Enrollment is if you experience a Qualified Life Event (defined by the IRS):

- Birth or adoption
- Marriage or divorce
- Gain/Loss of other group coverage

Employees have 31 days from the date of Qualified Life Event to notify the HR Team to make a change

First, let's review your  
Anthem medical plans



# Medical Plans: Anthem



## PPO

PPO plans provide coverage in- and out-of-network, but we recommend utilizing in-network providers to maximize your benefits!

### In-Network Services

Office Visits \$20 PCP / \$40 Specialist

Lab and X-Ray 10%\*

Outpatient Hospital 10%\*

Inpatient Hospital 10%\*

\*coverage after annual deductible is met

Generic Rx \$5 / \$15

Preferred Brand Rx \$30

Non-preferred Brand Rx \$50

### Deductible

#### In-network

#### Out-of-network

**\$250**  
per person

**\$750**  
per person

**\$750**  
per family

**\$2,250**  
per family

### Out-of-pocket max

#### In-network

#### Out-of-network

**\$2,500**  
per person

**\$7,500**  
per person

**\$5,000**  
per family

**\$15,000**  
per family

# Medical Plans: Anthem



## HMO

HMOs have their own network of doctors, hospitals and other healthcare providers who have agreed to accept payment at a certain level for any services they provide.

### In-Network Services

Office Visits	\$20 PCP / \$20 Spec
Lab and X-Ray	No Charge
Outpatient Hospital	No Charge
Inpatient Hospital	No Charge
Generic Rx	\$5 / \$20
Preferred Brand Rx	\$40
Non-preferred Brand Rx	\$60

### Deductible

#### In-network

#### Out-of-network

**\$0**  
per person

**N/A**  
per person

**\$0**  
per family

**N/A**  
per family

### Out-of-pocket max

#### In-network

#### Out-of-network

**\$1,500**  
per person

**N/A**  
per person

**\$3,000**  
per family

**N/A**  
per family

# Medical Plans: Anthem

Register online at [anthem.com](https://anthem.com)



**Find Care:** Find doctors and hospitals in your plan, read details and reviews, and estimate your costs.



Update your email address to receive important plan information.



Check the price of a medicine or re fill a prescription.



Take a health assessment for tips on how to live a healthy life.



View your health account balance, claims, and benefits. You can pay your bills and reimburse yourself if you paid out of your own pocket for any healthcare.





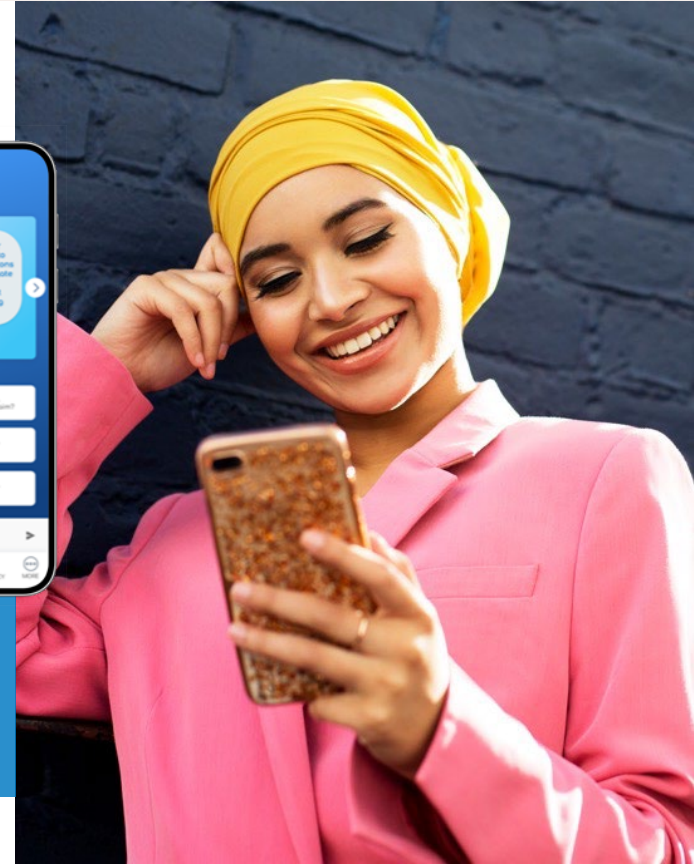
# Medical Plans: Anthem

## Sydney Health mobile app

Download Sydney Health and register on the app to take full advantage of your Anthem plan.

### Use it to:

- Find care and check costs.
- See all benefits.
- View claims and payment information.
- View and use digital ID cards.
- Manage prescription orders and refills.
- Get answers quickly with the interactive chat feature.
- Access virtual care.
- Access wellness resources and rewards.
- Sync with your fitness tracker.
- Reach Member Services for support.



Next, let's review Kaiser

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# Medical Plans: Kaiser



## HMO

Kaiser's HMO plan provides in-network benefits to employees that reside in California.

### In-Network Services

Office Visits	\$20 PCP / \$20 Spec
Most Labs	No Charge
X-Rays	No Charge
Outpatient Hospital	\$20 per Procedure
Inpatient Hospital	No Charge
<hr/>	
Generic Rx	\$10
Preferred Brand Rx	\$20

### Deductible

#### In-network

#### Out-of-network

**\$0**  
per person

**N/A**  
per person

**\$0**  
per family

**N/A**  
per family

### Out-of-pocket max

#### In-network

#### Out-of-network

**\$1,500**  
per person

**N/A**  
per person

**\$3,000**  
per family

**N/A**  
per family

# Medical Plans: Kaiser



## Manage your health, anytime, anywhere

Online at [kp.org](http://kp.org) or with our mobile app, you can stay on top of your care 24/7 with these convenient features:

- Schedule and cancel routine appointments.
- View most lab test results as soon as they are available.
- Email your doctor's office with non-urgent questions.
- Print vaccination records for school, sports, or camp.
- Manage a family member's health.
- Refill most prescriptions, with no charge for shipping when you order online.



# Medical Plans: Kaiser



## Care while traveling

- If you get hurt or sick while traveling, you're covered for emergency and urgent care anywhere in the world.
- Get urgent care at MinuteClinic in select CVS and Target stores when you're traveling outside a Kaiser Permanente area.
- We can also help you before you leave town by checking to see if you need a vaccination, refilling eligible prescriptions, and more. Just call us or go online:



24/7 Away from  
Home Travel Line:  
951-268-3900



[kp.org/travel](https://kp.org/travel)



# Medical Plans: Kaiser



The #1 app for meditation and sleep. You can choose from hundreds of programs and activities, including:

- Guided meditations
- Sleep Stories
- Mindful movement videos



Personalized programs designed to help you:

- Set mental health goals
- Learn coping skills
- Track your progress over time
- Make positive changes



1-on-1 emotional support coaching and self-care activities to help with many common challenges.

- Coaches are available by text 24/7
- You can use Ginger's text-based coaching services at no cost, no referral needed

Let's review your  
Dental benefits



# Dental: Ameritas



## Dental

DPPO plans provide coverage in- and out-of-network, but we recommend utilizing in-network providers to maximize your benefits!

Deductible	In-network	Out-of-network
	\$25 per person lifetime	\$25 per person lifetime

### Maximum Benefits per Member

\$2,000/ calendar year per person  
\$2,000 Lifetime max Ortho (Child Only)

Dental Coverage	In-network	Out-of-network
Preventive	100%	100% of UCR
Basic	90%	80% of UCR
Major	60%	50% of UCR
Orthodontics	50%	50% of UCR

UCR – Usual, customary and reasonable



### Preventive

Type 1



- Exams
- X-rays
- Cleanings (**4 per year**)
- Fluoride
- Sealants
- Space Maintainers

### Basic

Type 2



- Fillings for Cavities
- Endodontics
- Periodontics
- Perio Maintenance (**4 per year**)
- Oral Surgery
- Extractions
- Anesthesia

### Major

Type 3



- Crowns
- Bridges
- Dentures
- Implants
- Veneers
- Occlusal Guards (nightguards)

### Incentive Coinsurance

Basic coinsurance (in-network) increases each year if the member sees the dentist one time.

Yr 1: 90%, Yr 2: 95%, Yr 3: 100%

### Lifetime Deductible

A one-time, per-person deductible (vs. calendar year). Each member pays the deductible only once for as long as they are covered by the plan.

### Dental Rewards

Qualifying plan members carryover part of their unused annual maximum. If less than \$750 is used in a year, \$400 is accumulated for future years. Up to \$1200 can be accumulated.

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## Step 1: Know your network

Your network name is **Classic (PPO) & Plus**

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## Step 2: Go online

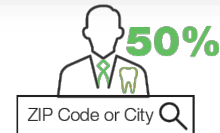
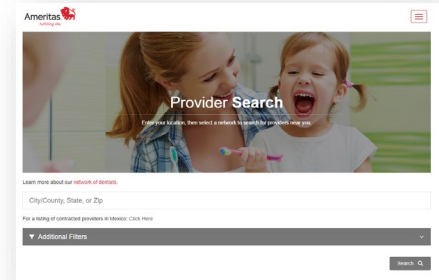
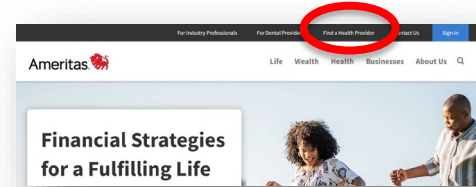
- Go to [dentalnetwork.ameritas.com](https://dentalnetwork.ameritas.com) – [Find a Health Provider](#)
- Enter your location and then choose the network name to search for a dental provider.

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## Step 3: Search providers

- Network providers charge 25-50% less than their regular rates. Dentists in **green** offer the most savings, closer to 50%.
- Use Additional Filters to search by provider name, practice/business name, or specialty.

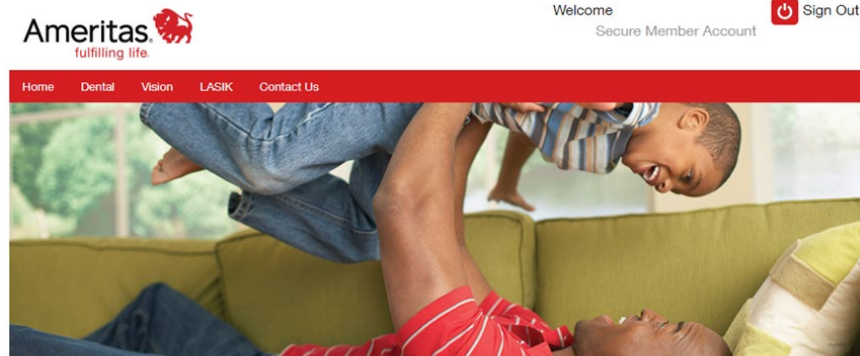
\*Tip: If you can't find a specific provider or location by name, search by ZIP code or city.



Meet Your Plans

# Dental: Ameritas

## Online Tools & Mobile App



### dental home

DENTAL - 9204

As a dental plan member, you always have the right to receive dental care from any dentist. However, your out-of-pocket costs will almost always be lower if you choose an **dental network provider**.

#### Your dental plan benefits



Claims



Benefits Summary



Patient Details



Certificate of Coverage



ID Card



Go Paperless



Dental Health Report Card



Worldwide Support



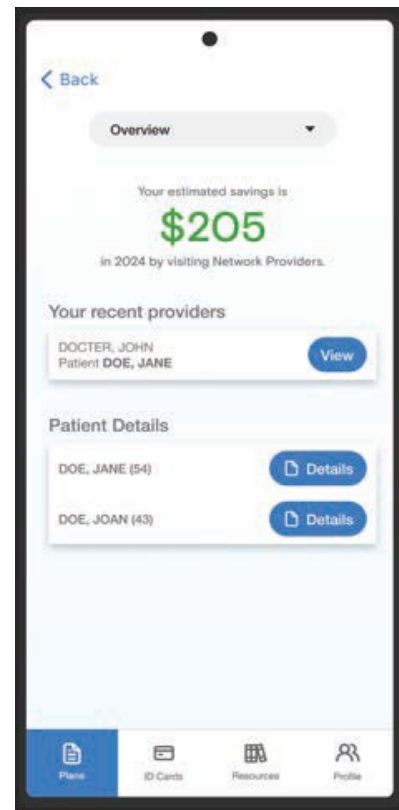
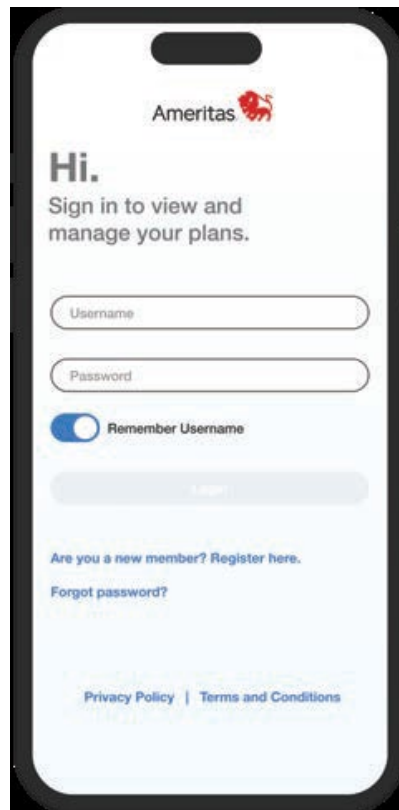
Member Savings



Resource Center



Find a Dental Provider



# Let's look at Monolithic Power Systems Vision plan



# Vision: VSP



## Vision

Don't forget to have your eyes checked! Benefits are maximized when employees access providers in the VSP vision network.

### Extra Savings

20% savings on additional glasses and sunglasses, including lens enhancements, from any VSP provider within 12 months of your last WellVision Exam

	In-network	Frequency
Vision Exam	<b>\$ 10</b> Copay	Every 12 Months
Lenses	<b>\$25</b> Copay	Every 12 Months
Standard Frames	<b>\$ 130</b> Frame Allowance (20% savings after allowance)	Every 24 months
Contacts	<b>\$ 130</b> Allowance	Every 12 Months Instead of Glasses

Next let's cover your  
Life & Disability benefits

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Meet Your Plans

# Life Insurance: Mutual of Omaha



## Life AD&D Insurance

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Monolithic Power Systems provides both 100% company paid Basic Life + AD&D benefits.

Please review and/or update your beneficiaries in ADP.

Basic Life AD&D

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MPS sponsored benefit

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**2x Earnings**

Life + AD&D Benefits

**\$750,000**

Maximum Benefits



# Disability Benefits: Mutual of Omaha



## Disability

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Disability benefits provide income protection should you become unable to work due to an illness or injury.

Benefits are offset against other sources of disability income such as California SDI and are considered taxable income.

### Short Term Disability

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**15 days**

Elimination Period

**60%**

Weekly Earnings

**11 weeks**

Max Duration

**\$3,000 /wk**

Max. Benefit

### Long Term Disability

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**90 days**

Elimination Period

**60%**

Monthly Earnings

**SSNRA**

Max Duration

**\$8,000 /mo**

Max. Benefit

# Employee Assistance & Travel Assistance



EAP provides confidential assistance always available to you and your immediate family members.

**Daily Living** – Managing personal finances, legal, health issues.

**Workplace** – Managing stress and career issues.

**Family and caregiving** – Caring for children of elderly family members.

## EAP Consultation

Mutual of Omaha's Employee Assistance Program provides professional, confidential quality consultation, 24 hours a day.

- [www.mutualofomaha.com/eap](http://www.mutualofomaha.com/eap)
- 1-800-316-2796

**Travel Assistance** travels with you worldwide, offering access to a network of professionals who can help you with local medical referrals or provide other emergency assistance services in foreign locations.

## Worldwide Travel and ID Theft Assistance

Services available for business and personal travel 24 hours a day, seven days a week.

For inquiries within the U.S. call toll free:

1-800-856-9947

Outside the U.S. call collect:

(312) 935-3658

When You  
Need Someone  
to Talk To



Yes, there's  
Voluntary Benefits too!



# Voluntary Life, Accident and Critical Illness



## Life

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- Current enrolled employees can purchase in increments of \$20,000 not to exceed \$300,000.
- Guarantee Issue for new hires is \$100,000 for employees and \$30,000 for spouses.

## Accident

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- Supplements your medical coverage and provides a cash benefit for injuries you or an insured family member sustain from an accident.
- This benefit can be used to pay out-of-pocket medical expenses, help supplement your daily living expenses and cover unpaid time off work.
- Annual Health Screening reimbursement - \$50

## Critical Illness

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- A critical illness insurance policy provides a lump-sum cash benefit upon diagnosis of a critical illness like a heart attack, stroke or cancer.
- The benefit can be used to pay out-of-pocket expenses or to supplement your daily cost of living.
- Annual Health Screening reimbursement - \$50



Now let's review your  
2025 FSA plans



# Flexible Spending Accounts (FSA)



## Flexible Spending Accounts (FSA)

These voluntary plans allow employees to make pre-tax payroll deductions to spend on eligible services.

**Health FSA** eligible services include medical, dental, vision, and pharmacy expenses.

**Dependent Care FSA** eligible services include childcare services for children up to age 13.

**Note:** Once enrolled, changes can only be made if there is a qualifying event or during the next open enrollment.

Flex-Spending (FSA) requires an active enrollment each year.

### Pre-Tax elections

#### Health FSA

**\$3,300**

Max Election

Up to **\$640**

Max Carryover 2024

Up to **\$660**

Max Carryover 2025

#### Dependent Care FSA

**\$5,000**

Max. Election (Household)

**N/A**

No Carryover

**N/A**

No Carryover

# Commuter Benefits



## Commuter Benefits

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These voluntary plans allow employees to make pre-tax payroll deductions to spend on their transit and parking expenses as part of their daily commute.

Eligible services: Public buses, trains, and ferries.

Ineligible services: Bridge tolls, toll lanes, and parking tickets.

Commuter benefit have no annual commitment and all unspent balances rollover each month. You can opt in and out of the plan any month.

### Pre-Tax Elections

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#### Transit

Up to **\$325**  
Per Month

**100%**  
Carryover

#### Parking

Up to **\$325**  
Per Month

**100%**  
Carryover

Sounds great.  
So what next?





# What comes next?

1

## Review your options in ADP

Log-in to ADP to view and confirm all personal information is current & accurate including address, dependent & beneficiary information.

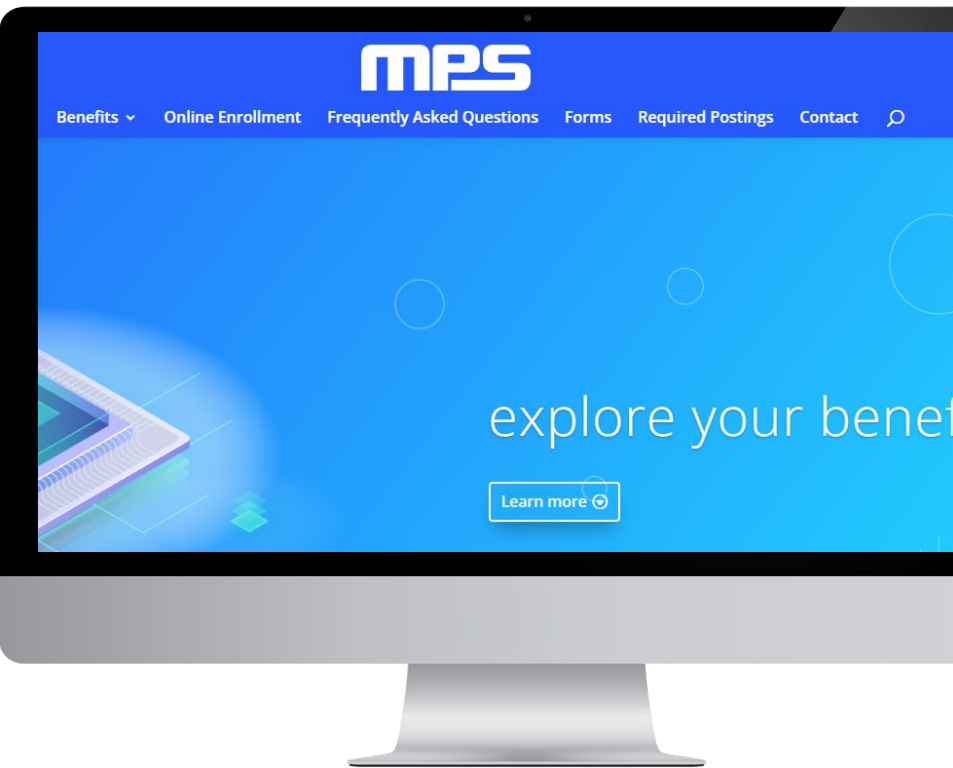
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## Choose your plans and complete enrollment

Confirm your 2025 benefits decisions in ADP no later than Wednesday, December 4<sup>th</sup>

Reminder that Flex-Spending (FSA) requires an active enrollment each year.





Your benefits website: [mybenefits.cc/mps](https://mybenefits.cc/mps)

## Remember to contact Acrisure for support!

Acrisure is available to support employees and their families throughout the year with questions about their benefits, billing, locating providers, and more...

Acrisure: Meen Chang [mechang@acrisure.com](mailto:mechang@acrisure.com)

Rob Kidwell [rkidwell@acrisure.com](mailto:rkidwell@acrisure.com)

# Thank you!

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