

November 11, 2020

To: All Benefit-eligible Employees and Clergy of the Diocese of Jackson
Re: Important Changes to Your Diocese of Jackson Health Plans

Recently Reverend Lincoln Dall of the Diocese of Jackson sent an email to all employees, priests and location administrators announcing that health care coverage provided by the Diocese of Jackson will transition to plans provided by the Reta Trust effective January 1, 2021. This packet includes confirmation of the coverage you will have on the effective date based on your enrollment status as of the date of this letter. Please refer to the enclosed personalized "***Elected Benefits Enrollment Summary – Diocese of Jackson***" that shows the plans you will be enrolled in through Reta and the members of your family that will also receive coverage administered by **Anthem** (Blue Cross/Blue Shield network), **Elixir** (pharmacy benefit manager), **Delta Dental** and **VSP** if you are currently enroll for these health coverages.

You have the opportunity to make changes to your health plans during a limited open enrollment period from November 16th to December 4th. At this time you can enroll in, change or waive your medical, dental or vision coverage, and add or remove dependents. Also, if you want to participate in the Health Care and/or Dependent Care Flexible Spending Accounts (FSAs), you must elect the amounts you want to contribute to these accounts as of January 1, 2021 for the six month period from January 1, 2021 to June 30th 2021. Attached is an enrollment form that you may use to make health plan changes and participate in the FSAs. If you want to maintain the health plan elections shown on the attached ***Benefit Enrollment Summary***, you do not have to submit the enrollment form, however, you must submit a form to participate in the FSAs. Please scan and email your enrollment form to renee.carpenter@jacksondiocese.org or fax the form to Renee Carpenter in the Diocese Human Resources Department at 601-960-8464, no later than December 4, 2020.

You will have an opportunity to change your coverage again during the annual open enrollment that will occur at a new time in April 2021 with changes effective July 1, 2021. During that open enrollment you will also have the opportunity to modify your elections for Voluntary Life, AD&D Short Term Disability, Accident and Cancer coverages.

There are other important steps you need to take to make sure that your medical providers, dentists and pharmacy are aware of the new coverage. After December 31, 2020, please replace your old ABA ID cards with the new Reta plan ID cards that you will receive in the mail prior to January 1st. When you receive the new Reta ID cards, use these new cards for any care or prescriptions you obtain after January 1st.

In addition to the enclosed personalized *Enrollment Summary* are ***Frequently Asked Questions*** that explain some of the other transition issues that may impact you. These FAQs will help you find other information about the coverage you and your family will have and identify cost sharing features.

We are very confident that you'll be pleased with the benefits that the Diocese of Jackson will provide through the Reta Trust. Reta has been offering Catholic employers excellent health coverage aligned with the Ethical and Religious Directives of the Catholic Church for over 40 years. On behalf of our health care partners, the Board of Trustees and Reta Management, we welcome the employees and clergy of the Diocese of Jackson and Catholic Charities to the Reta Trust.