Preventive Care Benefits Plan

Our preventive health benefits plan helps employers expand access to care while reducing healthcare-related costs for both the business and its employees. By layering preventive and early-intervention services such as virtual primary care, virtual urgent care, mental health counseling, and prescription coverage for over 1,000 medications, our SIMERP delivers meaningful healthcare without relying solely on traditional insurance premiums. **These benefits are delivered at no net out-of-pocket cost to the employer or employees.**

STAND-ALONE BENEFITS

Structured through established tax rules, the plan creates payroll tax efficiency while improving employee utilization of care.

All benefits provided within our wellness plan are §213(d) compliant. With employer health insurance premiums increasing 8-15% annually, SIMERP offers a practical alternative that can either act as a stand-alone or complement existing coverage, helping employers control rising costs while still providing competitive, preventive-focused benefits that support a healthier workforce. If employees have current major medical coverage, this plan would sit on top. There would be no need to change their current plan. If they do not have any current coverage, this can act as a stand-alone benefit.

01

Employee Eligibility

Full-time employees working 30 hours per week on average and making a minimum of $20,000 per year could be eligible for our program.

02

Employer

On average, employers see a net FICA tax savings of up to $1,186 per full-time W2 employee per year. This is a tax savings, not a credit. The savings are realized each time you run payroll. For a company running bi-weekly payroll, the company would save ~$46 per employee each time payroll is run.

03

Employee

On average, employees will realize $250-$350 in tax savings per month. These savings are then repurposed to fund benefits.

Benefits for Employees

Unlimited 24/7 Virtual Access

On-demand access to urgent care, primary care, and mental health counseling for all enrolled members in the household.

Wellness Support

Includes unlimited weight health coaching to support long-term lifestyle goals.

Primary Care

3 in-person primary care visits per year with a $0 copay.

Pharmacy Benefits

Access to over 4,500 prescriptions, including 1,000+ generics at $0 copay with free home shipping.

Medical Bill Advocacy

Active "Hospital Bill Eraser" services and historical bill reductions averaging 35% to protect you from high out-of-pocket costs.

Free Quest Lab Testing

Free Quest lab testing for CBC and CMP after 90 days being on the plan

Essential Coverage

Includes Minimum Essential Coverage (MEC) for all enrolled employees.

Permanent Life Insurance and Living Benefits

A Whole Life policy featuring a death benefit of up to $150,000. Earn an average of 6.5% annual dividends (paid after year 2) with accessible cash accumulation value for qualifying policies.

It's a quick and simple 3-step process:

01 Discovery & Eligibility Review - We assess your eligibility and potential savings.

02 Implementation & Payroll Setup - We handle the technical payroll setup process.

03 Employee Onboarding - Employees are enrolled through a guided, digital onboarding process (most companies are up and running within 2-3 weeks).

PREVENTIVE CARE BENEFITS PLAN

Compliance Guide

REGULATORY COMPLIANCE & LEGAL FOUNDATIONS

The program is designed to comply with the Internal Revenue Code, including:

IRC §105(b), 106(a), §213(d), 125, 104(a) (3), 1.105-11(i)

ERISA, HIPAA, and ADA regulations

Wellness plan guidelines under the Affordable Care Act (ACA), specifically: 42 U.S. Code §300gg-4(j)(3)(c) (Participatory wellness activity requirement)

It is also structured in light of IRS Memorandum 202323006, which warns against fixed indemnity wellness structures.

This plan avoids taxable events by using a compliant WIMPER model (Wellness Incentive Medical Plan with Employer Reimbursement).

SUMMARY OF KEY TAX CODE REFERENCES

WELLNESS: IRC §106(a), §213(d), §105(b), ERISA, HIPAA, ADA

MEDICAL: IRC §213(d), ACA

PRE-TAX: IRC §106(a), §213(d), §125

POST-TAX: IRC §105(b), §213(d), 1.105-110,104(a)(3)

*BENEFIT AVAILABILITY AND TAX TREATMENT ARE SUBJECT TO EMPLOYEE ELIGIBILITY, PARTICIPATION STATUS, AND APPLICABLE FEDERAL REGULATIONS. NOT ALL EMPLOYEES WILL QUALIFY FOR ALL BENEFITS DESCRIBED. BENEFITS, CONTRIBUTION AMOUNTS, AND COVERAGE FEATURES MAY VARY BASED ON PAYROLL STRUCTURE, EMPLOYMENT CLASSIFICATION, HOURS WORKED, AND PLAN ADMINISTRATION. THIS MATERIAL IS FOR INFORMATIONAL PURPOSES ONLY AND DOES NOT CONSTITUTE LEGAL, TAX, OR ACCOUNTING ADVICE.