



WELLNESS IN THE WORKPLACE

SELF-INSURED MEDICAL EXPENSE REIMBURSEMENT PLAN (SIMERP)

A SIMERP is an employer sponsored workplace program that provides employees the opportunity to upgrade their benefit package with a certified wellness program while reducing both the employer's and employee's health care costs and expenditures. **A true win/win!**

- 1 **Employers** are guaranteed about \$500/year in FICA net savings per participant
- 2 **Members** gain a wellness reserve that doesn't reduce their take home pay that is used to buy valuable non-medical benefits.
- 3 All participants have access to a robust wellness plan that includes Telemedicine for a \$0 copayment.

SAMPLE MONTHLY PAYCHECK

	Before Wellness Plan		After Wellness Plan
Gross monthly pay	\$5,429.06		\$5,429.06
Group health deductions	\$24.70		\$24.70
Current Pre-Tax Deductions	\$51.00		\$51.00
Wellness Program (single)		Value determined by Health and Human Services (HHS)	\$800.00
401 (k)	\$174.08		\$174.08
Taxable Income	\$5,179.28		\$5,179.28
Wellness Reimbursement (single)		Allowable per IRS code 105	\$800.00
Pay (after pre-tax deductions)	\$5,179.28		\$5,179.28
Federal Withholdings	\$733.23		\$557.23
State Withholdings	\$249.16		\$204.37
Social Security	\$321.12		\$271.52
Medicare	\$75.10		\$63.50
Post Tax Supplemental Insurance			\$206.99
Admin Fee			\$75.00
Net Take Home Pay	\$3,800.67		\$3,800.67

Wellness Reserve Break Down		Member Receives \$206.99/month to purchase:	
Federal Tax Savings	\$176.00	Life insurance	
State Tax Savings	\$44.79	Critical Illness	
Social Security Tax Savings	\$49.60	Disability	
Medicare Tax Savings	\$11.60	Accident Insurance	
Gross Tax Savings	\$281.99	and others...	
Subtract Admin Fee	\$75.00		
Wellness Reserve Account	\$206.99		



To get your quote all we need is a payroll census!
Call us at **201-366-0700** to learn more.

