



Turn Your Payroll Tax Obligation Into a Profit Center.

By giving your employees something they actually need: real medical care, zero copays, 24/7 access — at no out-of-pocket cost to anyone.

SIMERP: SEIZE INNOVATION. MOTIVATE EMPLOYEES. RULE PROFITABILITY.®

\$639

AVG. ANNUAL SAVINGS
PER EMPLOYEE

ZERO

NET COST TO YOUR BUSINESS

72+

YEARS OF ESTABLISHED IRS
TAX LAW

You Are Currently Funding Two Benefits Programs.

The one you chose. And the one you're accidentally giving Uncle Sam.

Let me ask you a question. When was the last time your health insurance premium went down? If you're like most business owners, the answer is **never**. Every year, you open that renewal letter and your stomach drops. You're forced to make an impossible choice: cut benefits, raise premiums on your team, or watch your margins disappear.

But here is the part nobody talks about. Right now, every single payroll cycle, you are sending the IRS a check for FICA payroll taxes that you do not legally have to send. You are literally funding a second, invisible benefits program for the government instead of your own people. Not because your CPA made a mistake. Not because your broker missed something. **You just never knew you could take it back.**

Until recently, rescuing those tax dollars was so complex that only Fortune 500 companies with armies of lawyers could do it. SIMERP was built to change that. We call this the Tax Takeback — redirecting tax dollars you were already spending into benefits your employees will actually use. Starting with your very next payroll cycle.

Keep Your Broker. Keep Your Policy.

No Disruption to Current Benefits.

\$639

Average savings: \$639 per employee, per year.

100 employees = ~\$64,000/yr · 250 employees = ~\$160,000/yr · 500 employees = ~\$320,000/yr

The No-Net-Cost Formula.

A Fortune 500 Benefits Blueprint, now available to every American business.

When business owners first hear about this, they always ask the same thing: *“If this is real, why didn't my CPA or my broker tell me about this?”* The answer is simple. Your CPA is focused on tax compliance. Your broker is focused on insurance premiums. SIMERP sits at the exact intersection of tax law, employee benefits, and healthcare policy. Most advisors only specialize in one of these areas. Your primary care doctor doesn't perform heart surgery, right?

So here is how this works. SIMERP is not insurance. No carrier. No policy. No premiums. Instead, your company sponsors a plan that gives your employees real, comprehensive medical care through our virtual wellness and medical care platform. Through a Section 125 election, both the employer and employee benefit from payroll tax savings. Those savings fund the employee's access to the wellness and medical care services — usually with additional savings left over that slightly increase their take-home pay. The employer benefits from immediate FICA tax savings. That is the No-Net-Cost Formula.

We built SIMERP on one non-negotiable standard: actual, documented medical care from real licensed physicians. Not cash rewards. Not insurance wrappers. Real care, with real clinical codes, delivered by real doctors. That is what makes this compliant, durable, and genuinely life-changing for the people on your team.

The IRS itself references **Self-Insured Medical Reimbursement Plans (SIMRP)** in IRS Publication 15 (Circular E) — the official Employer's Tax Guide — as a category of employer-provided benefit excluded from wages. We added the “E” for Expense to be more descriptive. The concept is not new. The IRS named it first.

Federal Trademark:

SIMERP: SEIZE INNOVATION. MOTIVATE EMPLOYEES. RULE PROFITABILITY.®

ZERO NET COST

The FICA tax savings generated by the program fully cover the cost of implementation. Your business gains a new revenue stream at no out-of-pocket expense.

NO DISRUPTION

Keep your current broker. Keep your existing group health plan. SIMERP is additive — it layers on top of what you already have, with zero HR burden.

IMMEDIATE IMPACT

Employees see more take-home pay on their very next paycheck. No waiting period. No complex enrollment. Just immediate, tangible results.

The Math Makes Sense.

Because SIMERP delivers real medical care, the IRS excludes these reimbursements from payroll taxes.

EMPLOYER: FICA PAYROLL TAX REDUCTION

<p>\$93.33</p> <p>AVG. FICA SAVINGS PER EMPLOYEE / MO</p>	<p>\$53.33</p> <p>AVG. NET PAYROLL TAX SAVINGS AFTER ADMIN COSTS / MO</p>	<p>\$64,000</p> <p>AVG. ANNUAL NET PAYROLL TAX SAVINGS (100 EMPLOYEES)</p>	<p>\$320,000</p> <p>AVG. ANNUAL NET PAYROLL TAX SAVINGS (500 EMPLOYEES)</p>
--	--	---	--

EMPLOYEE: MORE TAKE-HOME PAY + ZERO-COST MEDICAL CARE

SAMPLE PAYCHECK — ONE EXAMPLE EMPLOYEE	CURRENT	WITH SIMERP™
Gross Pay (Monthly)	\$3,705.00	\$3,705.00
Taxable Income	\$3,240.00	\$2,020.00
Total Payroll Taxes	\$822.96	\$513.08
Net Take-Home Pay	\$2,417.04	\$2,577.92

+\$160.88/month more take-home pay for this example employee

Sample illustration of a single employee paycheck. Virginia | Filing M-0 | Results will vary based on wages, filing status, and state of employment. Consult qualified advisors.

Zero Net Cost to Employer or Employee

Savings Begin on Your Very Next Payroll

The Hidden Cost of Routine Care.

The Tax-Advantage Multiplier Effect for self-funded employers.

The FICA savings are immediate. You see them on your very first payroll. But if your business is on a self-funded or level-funded health plan, there is a second layer of financial value that most employers never see coming.

Here is the hidden problem. 50% of employer group insurance claims come from pharmacy and routine care. When your employees have a high deductible, they use your primary health plan for every minor issue. Every claim drives up your company's claims history. And that guarantees a painful rate increase at renewal. **Every. Single. Year.**

SIMERP changes that behavior instantly. Because your employees now have 24/7 zero-cost access to our virtual medical care platform, they stop filing those claims against your primary plan. Think of it like car insurance: fewer claims, lower premium at renewal. We call it **redirection of care**. And it gets more valuable every single year you are enrolled.

FOR SELF-FUNDED EMPLOYERS, SIMERP CREATES A COMPOUNDING BENEFIT:

Fewer claims → Better claims history → Lower renewal rates → More savings every year

FICA Savings

IMMEDIATE, STARTING WITH YOUR FIRST PAYROLL

Redirection of Care

FEWER CLAIMS AGAINST YOUR PRIMARY PLAN

Compounding Renewal Savings

BETTER RATES EVERY YEAR AT PLAN RENEWAL

SIMERP delivers **three layers of financial value** – simultaneously.

The Real Cost of “Good Enough” Benefits.

32.5 million working Americans are medically homeless. Some of them work for you.

Your employees have health insurance. But most of them aren't actually using it. High deductibles. Steep copays. Inconvenient access. So they skip the doctor. They wait too long. They ration medication because refilling it is too expensive. Medical homelessness costs American businesses \$162.8 billion every year in lost productivity, absenteeism, and turnover. Mental health issues are now the #1 most common workplace injury. 53% of adults with mental illness go completely untreated. When you implement SIMERP, you are not just saving tax dollars. **You are solving a crisis your employees face every single day. And you become the employer who actually did something about it.**

“ If an employee wakes up at two in the morning with a sick child — they call. Average response time is three to twenty minutes.

KRISTIN MOORE, CO-FOUNDER, SIMERP

PRIMARY & URGENT CARE

Board-certified, U.S.-trained physicians available nationwide 24/7. Primary care within 1–3 days. Urgent care in 3–20 minutes average.

MENTAL HEALTH

24/7 access to master's-level licensed clinicians. Appointments within 5 days. 88% attendance rate at initial sessions — far exceeding traditional EAPs.

PHARMACY SOLUTIONS

Over 1,000 maintenance medications and 70+ acute medications delivered free to the home in 90-day supplies. Pharmacist consultations included.

WEIGHT HEALTH

Physician-supervised weight management. Access to weight loss medications where appropriate. Personalized coaching and fitness content.

**Zero Copay. Zero Deductible.
24/7 Access.**

**1,000+ Free Prescription
Medications Included.**

Available to the employee and up to 6 legal dependents. 24/7/365.

Don't Just Take Our Word For It.

Employees whose lives were changed by zero-cost access to care.

MANAGING HYPERTENSION

Robert's Story

Robert needed a prescription refill while traveling for work. With SIMERP, he connected with a virtual doctor in 10 minutes and had his medication sent to a local pharmacy — all from his phone.

PINK EYE ON THE ROAD

David's Story

As a truck driver, David couldn't afford to lose a day finding an urgent care clinic. He used SIMERP to consult a doctor from his cab and picked up his eye drops at the next truck stop.

PHARMACY SAVINGS

Michael's Story

Michael was paying \$60 a month for his maintenance medication. Through the SIMERP integrated pharmacy, his cost dropped to \$0, putting real money back in his pocket.

WEIGHT HEALTH SUPPORT

Sarah's Story

Sarah struggled to find affordable, consistent support for her weight loss journey. SIMERP provided her with a dedicated specialist and GLP-1 medication management, delivered directly to her door.

MENTAL HEALTH ACCESS

Elena's Story

Finding a therapist who was taking new patients felt impossible. Elena used SIMERP to schedule a virtual session within 48 hours, receiving the support she needed right from her kitchen table.

CARE FOR THE WHOLE FAMILY

The Chen Family

With two toddlers at home, dragging sick kids to the pediatrician was a nightmare. Now, Maria uses SIMERP to get diagnoses and prescriptions for the whole family without leaving the house.

WEEKEND FLU OUTBREAK

The Smith Family

When the flu hit the entire household on a Saturday, an ER visit would have cost hundreds. A single SIMERP telehealth call got everyone the antivirals they needed at no extra cost.

IN-PERSON GUIDANCE

James's Story

James woke up with a severe full-body rash. Instead of guessing where to go, SIMERP triage immediately directed him to the right urgent care facility, saving him time and ensuring proper treatment.

Coverage for the Employee + Up to 6 Dependents.

Urgent Care Doctor Response Time: 3–20 Minutes Average.

Transforming Tax Obligations Into Profit Centers.

Real businesses. Real FICA savings. Zero net cost.

\$844,449

SAVED IN FICA TAXES ANNUALLY

Home Care Company — New York

24/7 primary care, urgent care, mental health & free prescriptions for every employee and their family. Zero copay. Zero disruption to existing benefits.

\$291,189

SAVED IN FICA TAXES ANNUALLY

Industrial Equipment Supplier — Michigan

24/7 primary care, urgent care, mental health & free prescriptions for every employee and their family. Zero copay. Zero disruption to existing benefits.

\$66,077

SAVED IN FICA TAXES ANNUALLY

Transportation Company — New York

24/7 primary care, urgent care, mental health & free prescriptions for every employee and their family. Zero copay. Zero disruption to existing benefits.

No Net Cost to Employer or Employee.

Real Care. Real Doctors. Real Codes.

\$62,716

SAVED IN FICA TAXES ANNUALLY

HVAC Business — Michigan

24/7 primary care, urgent care, mental health & free prescriptions for every employee and their family. Zero copay. Zero disruption to existing benefits.

\$30,078

SAVED IN FICA TAXES ANNUALLY

Animal Clinic — North Carolina

24/7 primary care, urgent care, mental health & free prescriptions for every employee and their family. Zero copay. Zero disruption to existing benefits.

\$8,319

SAVED IN FICA TAXES ANNUALLY

Law Office — Chicago

24/7 primary care, urgent care, mental health & free prescriptions for every employee and their family. Zero copay. Zero disruption to existing benefits.

Industries served include: construction, healthcare, manufacturing, transportation, retail, professional services, legal, home care, animal care, HVAC, municipalities, school districts, and more.

45%

UTILIZATION RATE IN FIRST 90 DAYS VS. 15-20% INDUSTRY AVERAGE

97%

PARTICIPATION RATE THROUGH STRATEGIC ENROLLMENT PROCESS

280+

TRUSTED ADVISOR PARTNERS NATIONWIDE AND GROWING

“Medical care reimbursements paid for an employee under an employer’s self-insured medical reimbursement plan aren’t wages and aren’t subject to social security, Medicare, and FUTA taxes, or income tax withholding.”

— IRS PUBLICATION 15, EMPLOYER’S TAX GUIDE (2026)

Designed to Meet IRS Guidelines.

Built on 72 Years of Established Tax Law.

We've Heard Every Concern.

Here is what the IRS actually targets — and why SIMERP is not it.

The most common concern we hear is: *“The IRS has issued warnings about these programs.”* That is correct — and we are glad you found them. The IRS has warned against programs that pay employees cash **irrespective of whether medical care was received**. Treasury Regulation §1.105-2 states the test plainly: Section 105(b) does not apply to amounts a taxpayer would receive *“irrespective of whether or not he incurs expenses for medical care.”*

SIMERP passes that test. Reimbursements are tied directly to the actuarially-determined value of comprehensive medical care services provided through our virtual platform — primary care, urgent care, mental health, and pharmacy. Every medical interaction is tracked with CPT and ICD codes, creating a documented audit trail that actual §213(d) medical care has occurred. That is not a cash-back scheme. That is exactly what the law was designed to reward.

“Medical care reimbursements paid for an employee under an employer’s self-insured medical reimbursement plan aren’t wages and aren’t subject to social security, Medicare, and FUTA taxes, or income tax withholding.”

— IRS PUBLICATION 15, EMPLOYER’S TAX GUIDE (2026)

WHAT THE IRS TARGETS VS. WHAT SIMERP IS

CHARACTERISTIC	NON-COMPLIANT PROGRAM	SIMERP
Funded through employee salary reduction	✓	✓
Employee receives recurring payments NOT connected to medical care	✓	✗
Reimbursement tied to actual §213(d) medical care services	✗	✓
Every interaction documented with CPT/ICD medical codes	✗	✓
Actuarially valued by professional actuaries (Lewis & Ellis)	✗	✓
Passes Treasury Reg. §1.105-2 “irrespective” test	✗	✓

WHAT WE PROVIDE TO EVERY ENROLLED EMPLOYER

- ✓ Wellness Program Basic Plan Document (IRC §§105 & 106)
- ✓ Adoption Agreement customized for your organization
- ✓ Summary Plan Description (SPD) for employee distribution
- ✓ IRC §105(h) nondiscrimination compliance provisions
- ✓ Ongoing regulatory monitoring and audit defense support

The IRS Targets Cash-Back Schemes. SIMERP Delivers Real Medical Care.

Four Questions Every Skeptic Asks.

We have answered every one. Here they are, directly.

01 *“My broker says it’s too risky.”*

Most “too risky” feedback traces back to fixed-indemnity wellness products that pay cash based on an event or low-effort activity. That is not what SIMERP is. SIMERP’s core is a self-insured medical reimbursement plan under IRC §105 that reimburses only medical care as defined in IRC §213(d) – service-based medical care delivered through our virtual platform. The reviewer is evaluating a different design than ours.

03 *“Why hasn’t my CPA mentioned this?”*

SIMERP requires expertise at the intersection of tax law, employee benefits law, and healthcare policy. Most CPAs focus on standard tax compliance – that is their specialty and exactly what you want them focused on. This is not a criticism. Your primary care doctor does not perform heart surgery. That is why SIMERP specialists exist.

02 *“This is a double dip / wage conversion scheme.”*

The IRS is not opposed to pre-tax salary reductions combined with tax-free reimbursements. They are opposed to doing so without actual medical care. Under IRC §125 and its regulations, when an employee makes a pre-tax salary reduction election to pay for a qualified benefit, those amounts are treated as employer contributions. The tax code explicitly permits this funding mechanism – it has been a cornerstone of employee benefits for decades.

04 *“Can you provide a formal legal opinion or IRS ruling?”*

We provide the full statutory and regulatory framework upon which SIMERP is built, allowing your own qualified legal counsel to conduct independent due diligence based on the actual law. IRC §§105, 106, 125, 213(d), and 3121 have been in place for 47 to 84 years. The statute itself is the highest authority. We encourage and welcome independent legal review.

The Cherry On Top Of Your Sundae.



SIMERP is like the cherry on top of your sundae — it makes everything better but doesn't affect anything you already have.

KRISTIN MOORE, CO-FOUNDER, SIMERP

WHAT STAYS EXACTLY THE SAME

- Your existing health insurance plan
- Your existing broker relationship
- Your current payroll provider
- Your HR team's workload
- Your employees' gross pay

WHAT GETS BETTER

- ✓ Your FICA payroll tax burden decreases
- ✓ Employees' net take-home pay increases
- ✓ Your team gains 24/7 zero-copay medical care
- ✓ Your primary plan claims history improves
- ✓ Your company's culture and retention improve

Keep Your Broker. Keep Your Policy.

No Disruption to Current Benefits.

Not one thing changes about your existing benefits. Everything gets better.

Implementation That Doesn't Burden HR.

Typical enrollment: under 35 days. Typical HR involvement: under 5 hours total.

Most benefit programs create massive administrative headaches. This one doesn't. Our team handles every aspect of setup, compliance documentation, and payroll coordination. Your HR team's total involvement? **Less than 5 hours. That's it.**

01

Free Financial Analysis

Send us a simple employee census. We run a complete analysis showing your exact FICA savings, employee take-home increase, and net payroll tax savings projection. No cost. No obligation. Just real numbers for your specific business.

02

Compliance Documentation

We build every required legal document: the written plan and Summary Plan Description. You review and approve. We do the work.

03

Payroll Integration

We work directly with your HR team, providing specific details on exactly how to instruct your payroll provider to set up the one-time tax codes. One-time setup. Done.

04

Employee Onboarding

Your employees get clear onboarding communications and immediate access to the virtual medical care platform. They see more take-home pay on their very next paycheck. That is when it gets real for them.

✓ Keep Your Existing
Broker

✓ Keep Your Existing Health
Plan

✓ No HR
Disruption

✓ Employees Benefit
Immediately

Legal Authority Timeline.

Our SIMERP is built on established tax code provisions and regulations spanning seven decades.

Provided as a factual due-diligence reference for trusted advisors — not legal or tax advice, and not a legal opinion. Standard tax authority hierarchy applies: Internal Revenue Code provisions first, then Treasury Regulations, then IRS interpretive guidance. We encourage and welcome independent legal review.

1942	IRC § 213(d) enacted 84 YEARS ESTABLISHED
1954	IRC § 105(b), § 106(a), § 3121(a)(2)(B) codified 72 YEARS ESTABLISHED Foundation for medical care reimbursement plans, employer-provided coverage, and FICA wage exclusions.
1960	Treasury Regulation § 1.105-2 issued 66 YEARS ESTABLISHED Established the “irrespective” test for medical care reimbursements.
1960s	Treasury Regulation § 31.3121(a)(2)-1 issued 60+ YEARS ESTABLISHED Detailed guidance on FICA wage exclusion for medical benefits.
1978	IRC § 125 enacted 48 YEARS ESTABLISHED Authorized cafeteria plans for pre-tax benefit elections.
1981	Treasury Regulation § 1.105-11 issued 45 YEARS ESTABLISHED Defined self-insured medical reimbursement plans.
2013	Federal Register, Vol. 78, No. 106, page 33161 (ACA regulations) Recognized wellness programs’ potential to promote health and prevent disease.
2023	IRS Chief Counsel Advice 202323006 Addressed non-compliant programs using fixed-indemnity insurance with minimal wellness activities. Confirmed payments “irrespective” of medical care are taxable.
2024	IRS Alert IR-2024-65 Warned companies about misrepresenting nutrition, wellness, and general health expenses as medical care.
2025	H.R. 1, § 223(c)(1)(E) (One Big Beautiful Bill Act) Congressional recognition of fixed periodic fees for direct primary care services as medical care.
2026	IRS Publication 15 (Circular E) Confirms medical care reimbursements under self-insured plans are not subject to FICA taxes, consistent with IRC § 3121(a)(2)(B).

Built on Established Tax Code Provisions.

Independent Legal Review Welcomed and Encouraged.

Nationwide Reach. Local Impact.

Serving USA businesses with 25–3,000+ full-time W-2 employees.

INDUSTRIES WE SERVE

- ✓ Construction & Trades
- ✓ Healthcare & Medical
- ✓ Manufacturing
- ✓ Transportation & Logistics
- ✓ Retail & Hospitality
- ✓ Professional Services
- ✓ Legal & Accounting
- ✓ Home Care & Social Services
- ✓ Education
- ✓ Animal Care & Veterinary
- ✓ HVAC & Mechanical
- ✓ Technology
- ✓ Municipalities
- ✓ School Districts

HOW WE GO TO MARKET

DIRECT

SIMERP.com

Business owners and HR leaders connect with us directly through our website for a free financial analysis and Discovery Call.

ADVISOR NETWORK

280+ Partners

Insurance brokers, CPAs, fractional CFOs, cost reduction consultants, attorneys, chambers of commerce, and other trusted advisors nationwide.

Available in All 50 States.

**25 to 3,000+ Employees.
Every Industry.**

READY TO SEE YOUR NUMBERS

Visit [SIMERP.com](https://www.simerp.com) or call **(888) 887-2343** to schedule your free Discovery Call and Custom Financial Analysis.

The SIMERP methodology is more than just a benefits program — it's a strategy for smarter business growth.

KEVIN HARRINGTON, ORIGINAL SHARK FROM SHARK TANK®

Kevin Harrington is a paid spokesperson. Shark Tank® is a registered trademark of Sony Pictures Television. Kevin Harrington is not affiliated with or endorsed by Shark Tank® or ABC.

Will You Be a Leader or a **Follower?**

Every month you wait is another month of tax dollars you cannot get back.
Discover exactly how much your company can rescue — starting now.

GET YOUR FREE TAX TAKEBACK ANALYSIS

SIMERP.com | (888) 887-2343

ZERO NET COST

NO DISRUPTION

STARTS NEXT PAYROLL

**SIMERP: SEIZE INNOVATION. MOTIVATE EMPLOYEES. RULE
PROFITABILITY.®**

SIMERP
TM

© 2026 SIMERP LLC. All rights reserved. SIMERP™ is a trademark of SIMERP LLC. This material is for informational purposes only and does not constitute legal or tax advice. Consult qualified legal and tax professionals before implementing any employee benefit plan.