



A Closer Look

GETMOR



What is it and why it is so much more

What is GETMOR?

It is a health care enrichment program that allows both employers and employees to get more for their benefit dollar by using a meticulously crafted combination of tax advantaged qualified plans AND redesigning the current health plan component resulting in a stronger and more balanced equation.

Is GETMOR a CDHP?

Current definitions say a consumer directed health plan (CDHP) contains two parts – a high deductible health plan and some form of health savings account (HSA) or health reimbursement arrangement (HRA). GetMOR has proven to be far beyond a consumer directed plan because it recognizes that the delicately interwoven definition of “consumer” exists somewhere between the consumer who uses health care (employee) and the payor (employer). That equation remains highly imbalanced in other CDHP recipes. Our plan is designed by careful calculation aimed toward the essential balance required for all parties. No other CDHP can make that claim.

GetMOR is a “hybrid” plan that operates as a vehicle for employees to become more engaged in their health care spending decisions. Because tax free money is placed monthly on a MasterCard Debit Card for employees by their employer, employees experience a real, new and unexpected benefit enhancement. They can provide care for today (spending) and tomorrow (accumulating) and as such, function as the natural consumers they are in every other facet of their lives.

So is it a health plan?

No, it is an enhancement to the health plan you currently have or the plan you reconfigure to support the economics of this model, most often a higher deductible health plan. An employer does not have to provide health insurance as a requirement. The employer exercises complete control over its health care purchasing, carrier, design, cost, etc.

What can employees spend their GETMOR dollars on?

All Section 213(d) expenses qualify, including deductibles, prescriptions, dental, vision, AND wellness/preventative out-of-pocket expenses. In other words it is a safety net that, unlike health insurance alone, provides incentive to get/stay healthy, since those dollars have a sustaining and growing value.

What distinguishes it from other plans, such as HSAs, HRAs and flexible spending accounts?

Overall, the Plan provides greater latitude for how and when dollars are spent. It allows dollars to roll into future years unlike flexible spending accounts which still are bound by “use it or lose it” provisions. It is not restricted by the type of health plan which may or may not accompany it, as are all HSA’s. And unlike most HRAs, it allows participants to receive actual dollars as real untaxed compensation to provide health care funds for today’s, as well as tomorrow’s expenses. Most HRAs operate as notional accounts where the dollars are limited in availability until expenses are incurred (most often only expenses that satisfy deductibles are eligible).

What is the employer advantage?

In addition to its obvious tax advantages, it stabilizes health care costs by simply spending the same dollars “smarter.” More importantly, it will transform and strengthen your current health/benefit plan in the eyes and the lives of your employees. Therein lies its power; the ability to attract and retain employees because you are providing them with a distinctive and enduring safety net well exceeding their expectations.

Why do employees love this approach?

Because they are in control, choosing to spend health care dollars in the ways that matter most to them – some years it’s dental, others it’s their prescription burden. Because 80% of employees statistically do not meet their deductible in a given year, the flexibility provided with this Plan gives greater choice, control and value. This allows them a true and immediately visible accumulation opportunities.

Can I customize this program for certain employee groups, such as salaried, union, executives, etc.?

You have great liberty in individualizing the Plan by specific employee classifications. You also can offer it as your only health benefit choice or as an alternate to your standard options. Obviously, greater participation in the Plan creates greater financial relief to you as an employer.

Employer Advantage

*A
Balanced
Equation*

Employee Advantage

GETMOR

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