

Epsilon Annual Wellness Rate Program: New Hire Considerations

New hires have the opportunity to earn a 15% discount on their medical plan premiums by completing one qualifying activity within 90 days of their benefits effective date. Once verified, the discount begins on the next quarterly payroll effective date.

Qualifying Activities

- Annual wellness exam
- Annual lab work or biometric screening (through a provider or clinic)
- Age/gender-appropriate cancer screenings (e.g., mammogram, colonoscopy)
- Non-medical alternative - Sun Life EAP Guidance Resources webinar activity and form completion
 - By request (*To request a non-medical alternative, please contact Human Resources at hr@epsilonsystems.com by October 10, 2026.*)

New Hire Activity Deadline

Benefits Effective Date	New Hire Wellness Activity Completion Deadline
January 1	April 1
February 1	May 2
March 1	May 30
April 1	June 30
May 1	July 30
June 1	August 30
July 1	September 29
August 1	October 30
September 1	November 30
October 1	December 30
November 1	January 30
December 1	March 1

Quarterly Payroll Effective Date

If new hires complete an activity and submit verification within 90 days of the benefits effective date, their discounted rate begins on the next quarterly payroll effective date:

- February 1
- May 1
- August 1
- November 1

New Hire Wellness Rate Duration

New hires who qualify within 90 days of their benefits effective date will receive the discounted rate from the applicable quarterly start date through:

- The remainder of the current plan year
- The following plan year, as they would have met the annual October 31 requirement to earn their discounted rate during the next plan year

New Hire Completion Window with Discount Start Date and Duration

New Hire Wellness Activity Completion Date	Wellness Rate Start Date and Duration
January 1 – January 31	February 1 – December 31 + the following plan year
February 1 – April 30	May 1 – December 31 + the following plan year
May 1 – July 31	August 1 – December 31 + the following plan year
August 1 – October 31	November 1 – December 31 + the following plan year
November 1 – December 31	February 1 – December 31 + the following plan year