



PRIMROSE SCHOOLS
National Health Care Plan

Healthcare Benefits Matter

For Employees and Franchise Owners



Why Offering Healthcare Benefits Matters

Providing healthcare benefits is one of the most powerful ways employers can support their teams while strengthening their organization. In today's competitive labor market, health insurance is no longer considered a "nice-to-have" – it is an essential benefit that employees expect. Employers who offer healthcare coverage are better positioned to attract, retain, and support a stable, engaged workforce.

How Healthcare Benefits Help Employers



Attract and Retain

Attract and retain top talent by offering benefits employees value most



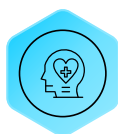
Reduce Costs

Reduce turnover and hiring costs by increasing employee loyalty and satisfaction



Improve Productivity

Improve attendance and productivity through better access to preventive and ongoing care



Support Well-Being

Support employee well-being and financial security, reducing stress and burnout



Strengthen Culture

Strengthen workplace culture by demonstrating a commitment to employees and their families



Remain Competitive

Remain competitive in industries where benefits play a key role in hiring decisions

Why a Large Group Health Plan Makes the Difference

A large group health plan offers advantages that small group plans simply cannot match. By pooling risk across a broader employee population, large group plans are better equipped to manage cost volatility, absorb claims fluctuations, and offer more predictable pricing. This scale allows employers to provide more comprehensive coverage, stronger carrier options, and richer benefits – often at more competitive rates – than what is typically available in the small group market.

Large group plans also create opportunities for enhanced plan design, greater stability during market shifts, and long-term sustainability. The result is a robust, competitive benefits package that helps employers stand out, protect against rising healthcare costs, and deliver meaningful value to employees – advantages that are unmatched by traditional small group plans.