



# Individual Coverage Health Reimbursement Arrangement

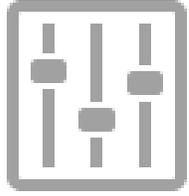




## What Is an Individual Coverage Health Reimbursement Arrangement (ICHRA)?

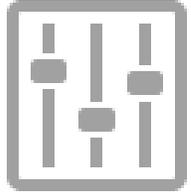
- ▶ A **tax-advantaged** account funded with employer dollars
- ▶ Based on **reimbursing employees** for insurance rather than employers buying it for them
- ▶ Can be used to **pay for individual healthcare premiums** and other eligible out-of-pocket medical expenses





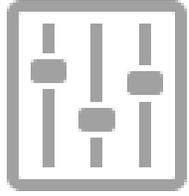
## How Do ICHRAs Work?

- ▶ You outline which employees are eligible to participate as well as what expenses will be covered within the limitations outlined by the IRS
- ▶ You can leverage 10 different employee classes to structure benefit eligibility and varying allowance amounts
- ▶ You decide what dollar amount to make available
- ▶ The ICHRA reimburses employees for their eligible medical care expenses up to the maximum dollar amount
- ▶ Employees must enroll in individual health insurance for each month they are covered by the ICHRA
- ▶ You can allow unused funds to roll over from year to year



## How Do ICHRAs Benefit You?

- ▶ Tax free for you and your employees
- ▶ Available to businesses of all sizes
- ▶ No minimum or maximum contribution limits – say goodbye to surprise group premium increases
- ▶ You control eligibility requirements
- ▶ No minimum participation requirements
- ▶ Not subject to COBRA



## How Do ICHRAs Benefit Your Employees?

- ▶ **Choice:** More choice and decision support to find the best plan that meets their budget and healthcare needs
- ▶ **Tools:** Post-enrollment tools to manage tasks like paying premiums and accessing tax forms
- ▶ **Support:** Access to year-round support for any shopping, enrollment or coverage questions
- ▶ **Ownership:** Employees own their health insurance coverage, which means they can take it with them if they change jobs and integrate it with a future employer's ICHRA



# Our ICHRA Solution is Unique

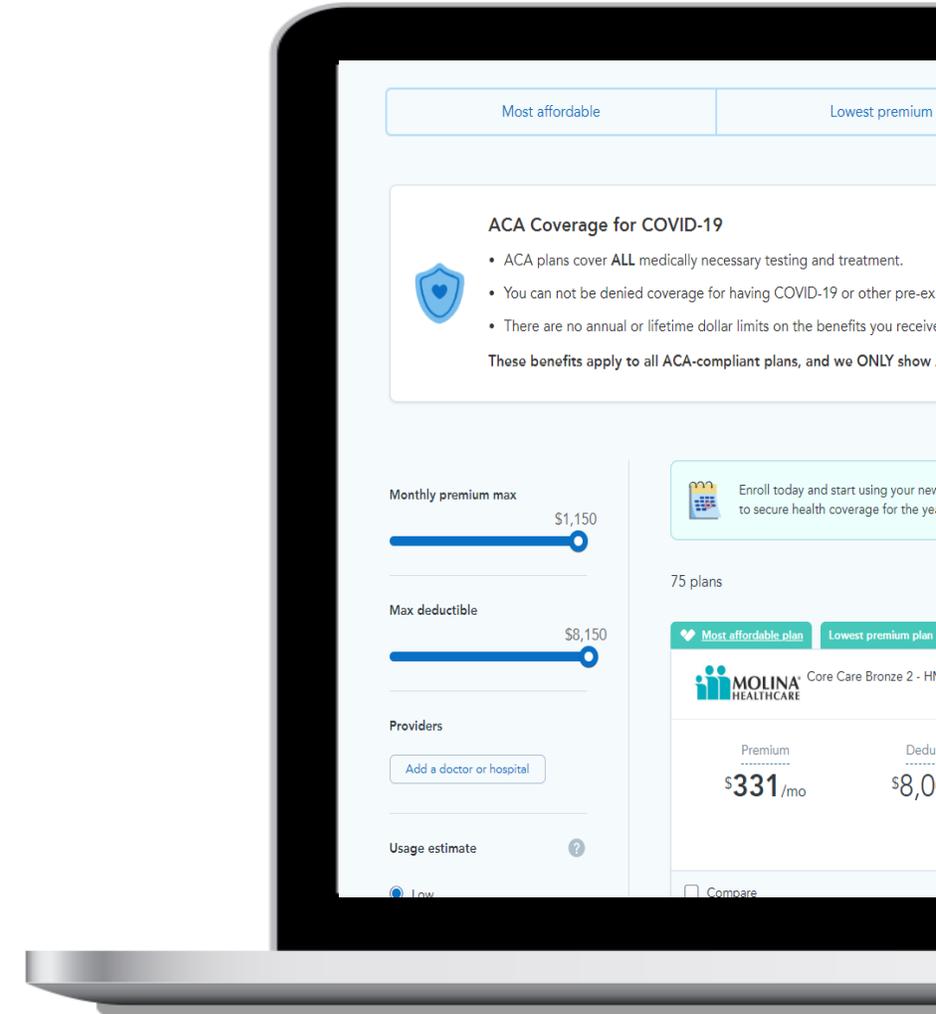
A powerful partnership with HealthSherpa

## ► Integration with HealthSherpa, a leading insurance Marketplace shopping platform

- Certified partner of Healthcare.gov
- Seamless plan shopping experience that helps employees find the best plan for their budget and healthcare needs
- Year-round decision support
- Best-in-class phone, email and chat support for employees

## ► Carded solution simplifies the employee experience

- Reduces costs and increases efficiency for you
- Simplifies the employee shopping experience by allowing them to use their benefits debit card to purchase their selected plan





# Employee Experience





**Questions?**  
**800-499-3539**