

# Individual Coverage Health Reimbursement Arrangements (ICHRA)

An alternative to traditional group health insurance plans.



## Check all that apply to your situation:

- Your employees are unhappy with their employer-sponsored health insurance plan
- Your employees want more options for coverage
- You aren't able to start a group health plan because there isn't enough employee interest
- You want to offer coverage to your part-time and seasonal employees
- You're tired of dealing with annual rate increases
- You need to control your budget

If you checked any of these boxes, an **Individual Coverage Health Reimbursement Arrangement (ICHRA)** may be a better solution for your group health insurance problems. ICHRAs are tailored to each of your employees' unique needs and allows employers to budget more efficiently.

An ICHRA is an alternative to traditional group health plan coverage, which allows employers of any size to reimburse their employees a fixed amount of money, tax-free, each month for their individual health insurance premiums or Medicare premiums. This option provides quality health insurance benefits to employees with the same tax benefits of a traditional group health insurance plan.

## Benefits of an ICHRA

- No forcing employees into a one-size-fits-all group health insurance plan
- Freedom of choice for the employee
- No participation requirements
- No underwriting
- Plans not rated based on claims experience or health conditions
- Superior budget control and predictability
- Complete cost control as an employer
- No minimum contribution requirements
- Coverage may be offered to any type of employee including full-time, part-time, seasonal, and more
- Reimbursements are free of payroll taxes for the employer and free of income tax for the employee

**If you would like to discuss if an ICHRA would be a good fit for your business, feel free to contact me by phone or email!**