



EMPLOYEE BENEFIT
PARTNERS

Employee
Benefit
Partners, LLC

A black and white photograph of a woman with short hair, wearing a dark t-shirt, sitting at a desk and looking at a laptop. The image is partially obscured by a large white diagonal shape that contains the main title text. The background shows a window with a view of trees.

Is ICHRA Right for My Business

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Presented by

Brian Kelly, Partner

Help businesses succeed by providing them with **innovative and effective solutions.**

Overview and Eligibility

An Individual Coverage HRA (ICHRA) allows employers to reimburse their employees tax-free for insurance rather than buying it for them. Employees purchase their own plan through the individual market and get reimbursed for their premiums tax-free from the ICHRA.





Our Mission

We want to make a **positive impact** on the world of business.

How ICHRA Works

Employers can offer both a group health plan and ICHRA, but not to the same employee groups. Employees who are not enrolled in the group health plan can participate in the ICHRA.



Value for Employees



ICHRA funds can be spent on insurance premiums, eligible healthcare expenses, or both, depending on how the employer sets it up. This allows employees to choose a health plan that best fits their needs.



Employees will receive a Debit Card linked to their ICHRA. Employees can use their card for eligible purchases. Account information can be securely accessed 24/7 online and through the mobile app.



Employers fund the ICHRA to offset rising healthcare costs and offer employees a convenient way to pay for health insurance.



Value for Employers



Employers can designate employee classes and reimburse different amounts to those classes in a fair manner. ICHRAs also provide more predictability around monthly costs vs. a group health plan.



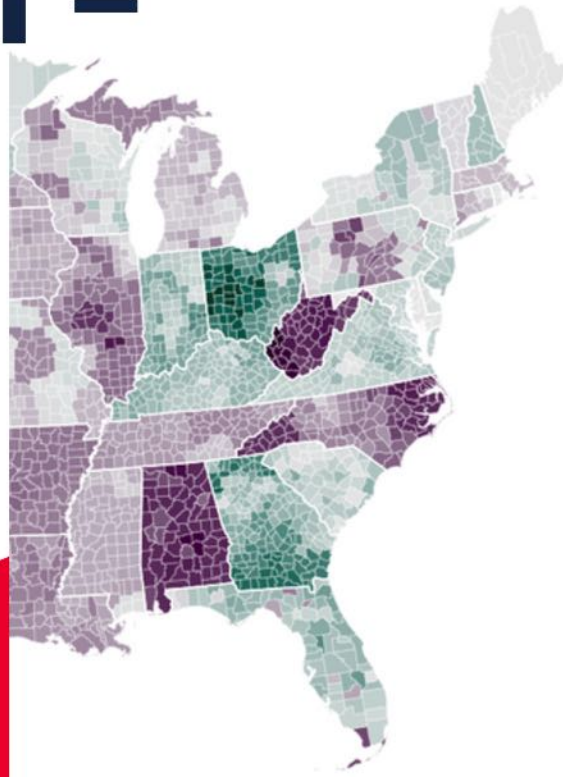
Employers can set up the ICHRA to reimburse health insurance premiums, healthcare expenses, or both. There is no maximum reimbursement limit. An ICHRA can also be combined with a health savings account (HSA).



Healthcare is complicated. The Client Relationship Team is eager to answer questions and provide assistance. Our 85+ Net Promoter Score (NPS) far exceeds the healthcare average.



Solution – Steps



50-Year-Old

Silver

Individual
More Expensive

\$588



\$663

Small Group
More Expensive



Traditionally, businesses that offer fully-funded, self-funded, and level-funded plans will ALWAYS take on the risk. Through the ICHRA enrollment platform, companies DO NOT take on the risk. Employees have more choice in their healthcare options, which allows them to find a plan that best fits their needs. The ICHRA team takes on all administration, guidance, and compliance tasks related to benefits.

> No Medical Questionnaires

Marketplace Plans are Guaranteed Issue with No Medical Questions.

> Not Claims Driven

Renewals are not driven by claims minimizing risk for the Employer.

> Choice

Employees have drastically more plan options to choose from that best fits their needs.

Solution – Timeline

1

An employer establishes an ICHRA plan and sets specific eligibility criteria for employees to receive the reimbursement.

This may include requirements such as having an individual health insurance policy or meeting specific minimum essential coverage.

2

Employees who meet the eligibility criteria can choose their own health insurance coverage. This can be through a marketplace exchange or directly with an insurance company.

3

The employer reimburses the employee for a portion of the premiums paid for the individual health insurance coverage. The employer determines the reimbursement amount and eligible expenses.

4

The employee is responsible for paying the remaining portion of their health insurance premiums.

Thank You



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