What is ICHRA?

ICHRA: Individual Coverage Health Reimbursement Arrangement

A newish health benefit option that allows employers to give pre-tax money to employees to reimburse them for health care expenses.

- New health benefit option (available since 2020)
- Flexible alternative to traditional group health insurance
- Employers choose a pre-tax allowance for employees
- Employees use those funds to reimburse for the cost of an individual health plan for on-exchange or off-exchange marketplace plans

How ICHRA Solves SMB Pain Points

- **Budget Control.** Set a pre-tax allowance that fits your business.
- **Flexibility.** Customize contributions by employee group: Salary, Full-Time, Hourly, Part-Time as well as dependent coverage.
- **Employee Choice.** Your team picks the plan that fits their doctors, prescriptions, and family needs (rather than the employer doing that for them).
- **Simple Setup & Ongoing Managment.** Quick admin setup + ongoing support for your and your employees (including 1X1 health plan shopping assistance).
- **No Participation Requirement.** Even one employee can enroll and get value from the ICHRA