

How Venteur Helped The Brawner Company Escape the Renewal Treadmill

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— Brendan Harrington, Senior Vice President

Company: **Brawner Company, Inc.**

Location: **Washington, D.C.**

Number of employees: **55**

Industry: **Real estate**



The Challenge

Rising premiums, employee dissatisfaction, limited group plans



The Solution

Venteur ICHRA



The Results

10% cost savings, increased participation, zero employee complaints, renewal in hours, not weeks

The Challenge

No Leverage, Rising Premiums, and Employee Frustration

As a family-owned real estate management and development firm with around 55 full-time employees in multiple states across the Washington, D.C. metro area, the Brawner Company faced the same challenge as countless small businesses: no negotiating power against massive insurance carriers.

"We were a small business relying on a broker to negotiate with massive health insurance companies," Brendan Harrington, Senior Vice President at Brawner, said. The premiums never went down; they went up astronomically."

Employees weren't happy, either. Under the traditional group plan, everyone had three options regardless of age, location, or individual needs. The result: regular complaints and, in some cases, turnover.

The Solution

Venteur's ICHRA Approach

Venteur's Individual Coverage Health Reimbursement Arrangement (ICHRA) offered Brawner Company exactly what it needed:

- One bill, one vendor. No juggling invoices from dozens of insurers
- Age-banded, region-based options. Employees across Washington D.C., Virginia, and Maryland could each find plans that fit
- No new systems to learn. Payroll deductions work the same as before
- Real choice for employees. Instead of three take-it-or-leave-it options, employees can shop for coverage matching their needs and budget

"I found that going the ICHRA route is more affordable for the employer and the employee," said Harrington.

The Result

Zero Complaints, Higher Participation, Easier Renewals

The impact was immediate. In Brawner Company's first year using an ICHRA:

- Employer costs dropped approximately 10%
- More employees enrolled. Participation increased as previously uninsured staff joined the plan
- Zero complaints about health insurance for the first time in nearly a decade
- No turnover due to benefits, a problem the company had faced under its old group plan
- Renewal took two hours, down from weeks of back-and-forth with brokers

