



Plan on Predictable



Introducing ICHRAs

Employer coverage with cost stability.

WHAT'S AN ICHRA?

- ICHRAs are a new approach to employer-sponsored health plans
- Rather than buying group insurance, each employee chooses their own insurance, subsidized by a pre-tax employer contribution
- ICHRA stands for Individual Coverage Health Reimbursement Arrangement

WHY ICHRAs MATTER.

- Group insurance can be prohibitively expensive for some businesses and/or bring unsustainable increases in premiums each year
- Group insurance forces employees to pick from a limited selection of plans that might not fit their needs — especially in diverse workforces
- ICHRAs change that by making health coverage expenses more predictable and in many cases more affordable, and by making health plans personalized for each employee's needs

+29%
GROWTH

The number of businesses using ICHRAs grew 29% from 2023-2024

Source: HRA Council - Growth Trends ICHRA & QSEHRA

What Makes ICHRAs Different?



Personalized Plans

Each employee's healthcare needs are unique. Shouldn't their coverage be as well? Group insurance means buying coverage from a single carrier and providing a few limited plan options for employees. With an ICHRA, employees can buy any plan from any carrier on the Marketplace (including our competitors). This allows each employee to balance the coverage and plan features they want with the costs they're able or willing to pay.



Predictable Costs

Despite collective buying power, group insurance often comes with high costs and unpredictable annual increases. With an ICHRA, there are plan options for every budget and more predictable costs from year to year (thanks to a larger risk pool and the ability to confidently budget your pre-tax contributions for employee coverage).

CASE STUDY

**With ICHRA health benefits,
New England Life Care has
achieved:**

40% healthcare cost reduction

\$3.8 million in employee wage optimization

180+ unique health plans
(up from 3 plans before)

All employees pay less than 5 years ago
(some pay \$0)



"Our employees compare their benefits with friends and family. The answer typically comes back the same — our options are greater, and employees pay less for them."

CARYN GOULET

Executive Director of HR,
New England Life Care



GET COVERAGE YOU CONTROL

Find out if an ICHRA is right for you.

AmbetterHealth.com/ichra