



5 Reasons to Choose an ICHRA

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

Get Coverage You Control

Find out if an ICHRA is right for you.



1

THEY MAKE COSTS PREDICTABLE

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).

2

THEY MAKE PLANS PERSONAL

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.

3

THEY MAKE COVERAGE POSSIBLE

Just 56% of small businesses in the US offer health insurance. With options that can be more affordable and require less hands-on administration, ICHRAs can help more employers provide insurance. And momentum is building. From 2023 to 2024, the number of businesses offering an ICHRA grew by nearly 30%.

4

THEY MAKE INSURANCE PORTABLE

Unlike traditional group health insurance plans, ICHRAs are portable. Employees can maintain their health coverage even if they leave the company. This portability is beneficial for individuals who experience career changes and want to retain their health insurance coverage.

5

THEY KEEP EMPLOYERS ACA COMPLIANT

ICHRA is designed to comply with the employer mandate of the Affordable Care Act (ACA), which requires employers with more than 50 full-time equivalent employees to offer affordable and minimum essential health coverage. ICHRA enables employers of all sizes to ensure their employees have coverage for pre-existing conditions and the ten essential health benefits.