

INNOVATIVE HEALTH BENEFIT SOLUTION

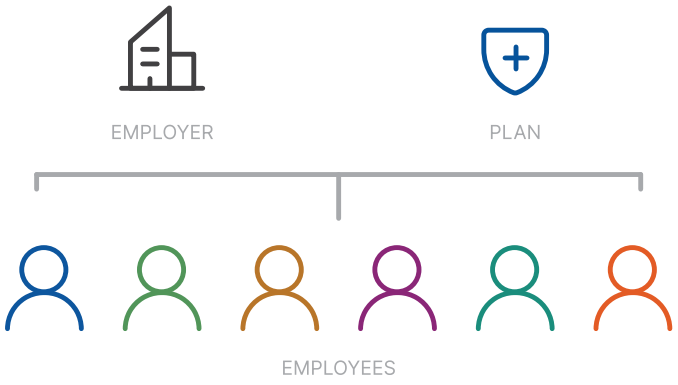
Individual Coverage Health Reimbursement Arrangement (ICHRA)

What is an ICHRA?

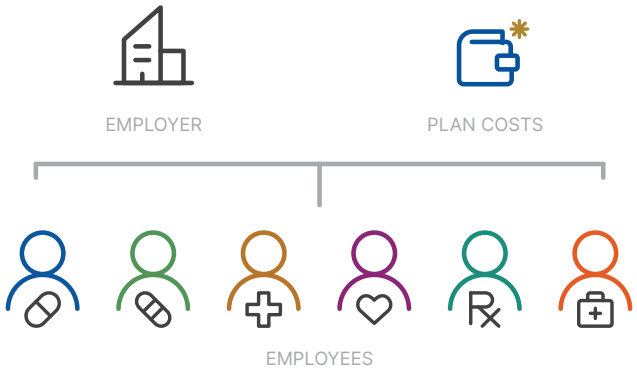
An Individual Coverage Health Reimbursement Arrangement (ICHRA) is a health benefit strategy that helps employers manage rising costs while maintaining quality benefits for employees.

This approach takes advantage of growth and innovation in individual health plans, along with the protections and guarantees resulting from healthcare reform. Rather than offer a traditional group health plan that covers everyone equally, employers empower employees to purchase an individual plan that better suits their needs. These arrangements can also reimburse qualified out-of-pocket medical expenses, depending on how the employer's ICHRA is designed.

Traditional Group Plan



ICHRA



MBA provides ICHRA education for your employees.



Here's How an ICHRA Works

1. **Your Company Establishes a Monthly Contribution Amount**
   The employee uses that contribution to purchase an individual health plan with guidance from My Benefit Advisor. Our expertise and knowledge of the carriers providing individual health plans in your state or region are invaluable for your employee (and their family).

2. **Employee Selection, Purchase & Notification**
   Your MBA health insurance advisor will help each employee find a plan that fits their needs. After identifying and purchasing their individual plan, MBA notifies the employer.

3. **Reimbursement is Paid**
   The employer (or their plan administrator) approves expenses and reimburses the employee for qualified expenses up to the established contribution amount. The employee is responsible for expenses that fall outside the contribution limits.

A Different Approach to Health Benefits

Think of an ICHRA as a defined contribution approach to health benefits. Employers establish a contribution amount, while employees gain the flexibility to choose the coverage that works best for their individual needs and budget.

Benefits of an ICHRA

For Employers

- Attract & retain great employees
- Simplified budgeting & capped spending
- Contributions defined by each employee class
- Simplified benefits management
- No more renewal or participation worries
- Can include part-time & seasonal employees

For Employees

- Choice of multiple plan & premium options
- Guidance from MBA health insurance advisors
- HRA contributions can be used to pay for many IRS-approved medical expenses
- Contributions are tax-free when requirements are met
- Health insurance coverage is portable

For more information about how we can help you with ICHRA, contact your **My Benefit Advisor representative** or visit www.mybenefitadvisor.com.