



# Individual Coverage HRAs (ICHRAs)

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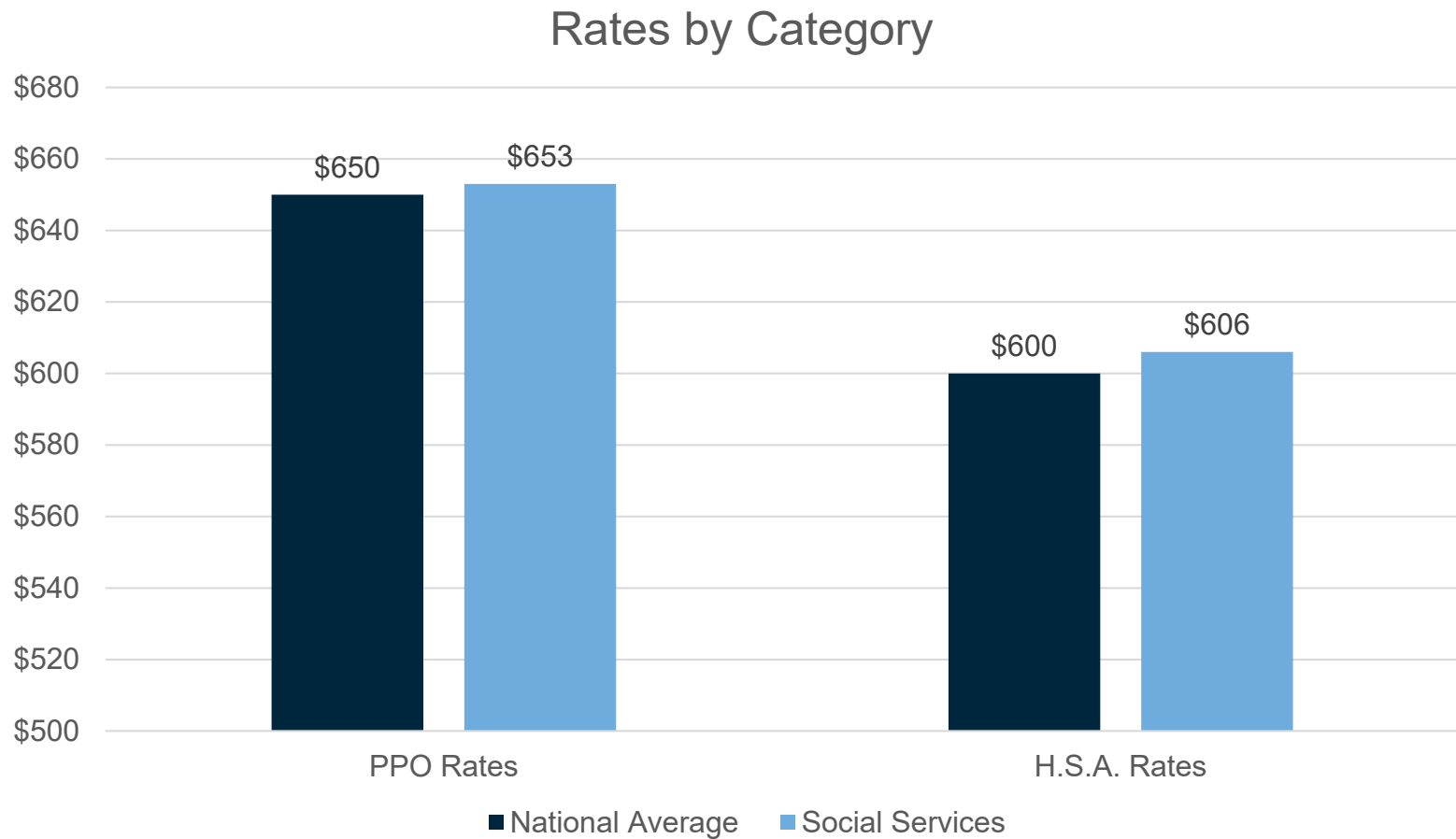


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# Health Insurance Rates



# Who can ICHRAs Benefit?

- Employers struggling to maintain minimum participation
- Employers with hourly employees that cannot afford the current premiums
- Employers struggling with high claimants and expensive premiums
- Employers with an aging population
- Employers overwhelmed with the administrative work associated with group plans

# What is an ICHRA?

## Individual Coverage HRA

- An Individual Coverage HRA allows employers to reimburse employees for individual health insurance rather than sponsoring a group plan
  - Employers design the benefit, determine eligibility and set reimbursement limits
  - Employees purchase the individual plan that best fits their needs
  - Employees submit a claim for reimbursement
  - Employers reimburse employees for valid claims

# Benefits of an ICHRA vs Traditional Group Plans

- Transfers employer responsibility for health risks
- Rates are not determined based on the health of your specific group
- Employees can purchase a more personalized plan
- Greater budget control
- Determine benefit based on 11 different classes
- No participation concerns

# Employee Classes

- Full-Time Employees
- Part-Time Employees
- Salaried Employees
- Hourly Employees
- Seasonal Employees
- Waiting Period
- Collective Bargained Employees
- Staffing Firm Employees
- Rating Area Employees
- Foreign Employees
- Combination Classes



# Sample Rates

91

Plans available

5

Insurance Carriers










Network Types Available:

HMO PPO

Employee Premium Estimates:

Age	Bronze	Silver	Gold
20	\$213	\$240	\$307
30	\$249	\$281	\$359
40	\$280	\$317	\$404
50	\$392	\$442	\$565
60	\$595	\$672	\$858

# Sample Plans

				
	Example Plan*	Core Care Bronze 2	MedMutual HMO 3000 - OhioHealth	Anthem Gold Pathway HMO 2500
	Deductible	\$8,000	\$3,000	\$2,500
	Max Out-of-Pocket	\$8,550	\$8,500	\$8,550
	Doctor Copays	50% after ded.	First 3 visit(s) \$30 then 30% after deductible	\$25
	Generic / Preferred Rx	50% after ded.	\$0 / \$60	\$10 / \$35
		Premium Estimate		
	21 year old	\$255	\$335	\$520
	40 year old	\$330	\$430	\$665
	60 year old	\$695	\$910	\$1,405
		Example Reimbursements		
	21 year old	\$310	\$310	\$310
	40 year old	\$400	\$400	\$400
	60 year old	\$845	\$845	\$845
		Example Employee Cost		
	21 year old	(\$55)	\$25	\$210
	40 year old	(\$70)	\$30	\$265
	60 year old	(\$150)	\$65	\$560



# ICHRA Reimbursement Rules

There are no limits to how much an employer can offer for reimbursement under ICHRA.

Employers can choose what expenses they would like to reimburse:

- Insurance Premiums Only
- Insurance Premiums and Qualified Medical Expenses
- Qualified Medical Expenses Only

Employers can choose how to structure reimbursements:

- Give everyone the same amount
- Increase amount based on family size
- Increase amount based on age (3:1 Ratio Limit)
- Base amount on family size and age



# Traditional Reimbursement vs. **AutoPay**

## Traditional Reimbursement

Employees pay premiums to health insurance companies



Take Command validates employee enrolled in qualified coverage



Employer reimburses employees for employer portion of premium (ICHRA allowance)

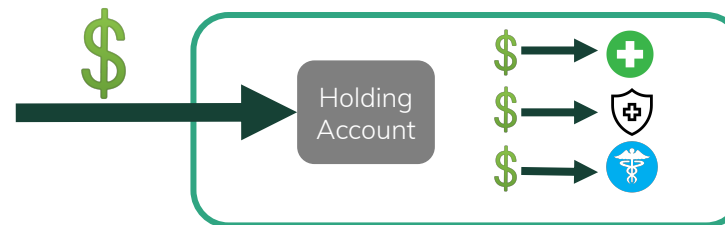


## AutoPay

Employer funds holding account with a single monthly transfer



Take Command sends premium payments to health insurance companies



Employer withholds employee portion from paycheck if premium exceeds allowance



# Employer Mandate

## Minimum Value and Affordability

- If an ICHRA is determined to be affordable it will automatically be deemed to provide Minimum Value
- Affordability is determined based on the premium for the lowest cost silver plan in a rating area



# Core Competencies



# Thank you!



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