

ICHRA



REVOLUTIONIZE YOUR EMPLOYEE BENEFITS PROGRAM WITH ICHRA:

LOWER COSTS, MORE CHOICE,
AND COMPLIANCE MADE EASY

- **Convenient**
- **Cost Contained**
- **Compliant**
- **Choice**

Are you tired of the traditional group health insurance ecosystem falling short of your goals? Are you frustrated by the lack of innovative ideas and solutions being brought to your attention? Recent legislative changes have provided a groundbreaking solution that allows you to lower costs, provide more choice to your employees, remain compliant, and enjoy unparalleled convenience.

A RISING TREND IN BENEFITS

ICHRA adoption by U.S. Employers has more than tripled from 2020 to 2023. Described now as "the 401(k) of health coverage, more brokers and employers are realizing the many advantages that ICHRAs provide.

Setting up an ICHRA is easy but includes some key steps to ensure good adoption and complete compliance. Review the steps on the back page.

A PROBLEM SOLVING SOLUTION

Situation: The current common state of group health insurance leaves much to be desired. With limited options and rate increases, cumbersome renewals, and underwriting based on a fraction of the population's pre-existing conditions this creates pain points for employers like you.

Problem: Lack of choice and flexibility restricts your ability to tailor benefits to the unique needs of your workforce. The ever-increasing rates due to industry trends and low participation add to your financial burden.

Implication: You need a better solution that addresses these challenges head-on, allowing you to lower costs, increase choice, maintain compliance, and break free from the status quo. Unfortunately, you haven't been presented with an option that truly meets your needs.

Need: While relatively new, ICHRAs are becoming more widely evaluated as employers are pushing to be informed even if some insurance brokers and carriers are reluctant to embrace the trend. Employers are realizing the many advantages ICHRAs provide at fulfilling their primary benefit requirements of cost savings, choice, compliance, and convenience for their benefits offerings.

9 Steps To The ICHRA SOLUTION

Broker & Employer Determine Eligibility

1

Classes of Employees and Contributions are determined for ICHRA with eligible expenses and pretax benefits (FSA, LSA, HSA).

Cafe Health guides the completion of the benefit design guide, and all compliance documents.

2

Begin the Intake Process

Broker Assists Enrollment

3

Broker provides guidance on individual healthcare solutions to best meet each employee's needs.

Employees accept or decline ICHRA contributions and enroll in coverage, then submit for reimbursement with attestation.

4

Participants Enroll

Plan is Administered

5

Cafe Health administers the plan with payroll deductions and reviews / reimburses individual premiums paid per enrolled employee.

Cafe Health provides enrollment and waiver reporting for all eligible employees per class with PCORI calculations and 1094/1095 reporting.

6

Compliance Reporting

Evaluate Actual Savings & Efficiency

7

Broker & Employer evaluate the actual savings of the ICHRA per total reimbursements paid vs prior group plan design and determine new contributions per class.

ICHRA can be initiated year-round but Employers must allow entry into exchange as an option during the open enrollment from 11/ 1 - 12/15 .

8

Re-enrollment Process

Begin the Re-Intake Process

9

Cafe Health modifies ICHRA plans per determined strategy , and provides all compliance documents....
Repeat the process.