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# HEALTHCARE REDESIGNED

## INDIVIDUAL CONTRIBUTION HRA

Health coverage is a focus for many employers as they look for innovative and cost-effective ways to provide benefits. An individual coverage health care reimbursement arrangement or, ICHRA, can offer substantial flexibility for your business.

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### Company Benefits

- ICHRAs offers tax advantages for both you and your employees.
- There are no minimum participation requirements
- No minimum or maximum contribution limits.
- Employer defines eligibility requirements
- Allowance amounts can vary by employee class



### What are the Requirements?

- Cannot be combined with a fully-insured plan
- Participating employees and dependents must be enrolled in an individual health insurance plan (ACA) or Medicare to participate in an ICHRA.
- Eligible employees must have the option to opt-out annually and upon termination.



### How it Works

- ICHRAs allow employers of all sizes to reimburse employees (tax-free) for medical expenses.
- Employees may use ICHRA funds to pay for individual health care premiums and/or eligible out-of-pocket medical expenses they or their dependents may incur during the plan year.

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