

## HAVE QUESTIONS?

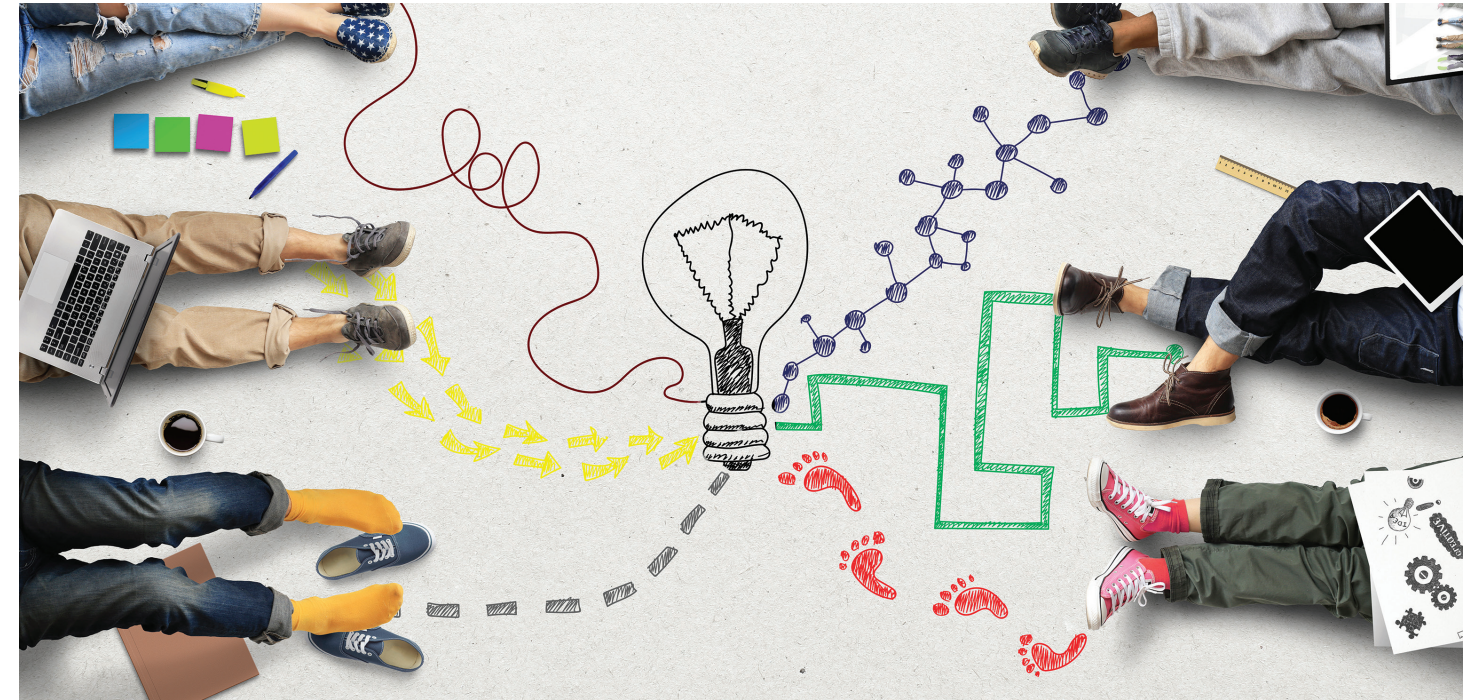
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## INDIVIDUAL COVERAGE HEALTH REIMBURSEMENT ARRANGEMENT

From BlueCross BlueShield of South Carolina



The federal government estimates Individual Coverage Health Reimbursement Arrangements (ICHRA) will increase the number of insured in the workplace by 1 million in 2020 and up to 11 million over the next few years.\*

### What is ICHRA?

#### Defined Contribution

- Simplified approach for employers overwhelmed by benefits administration
- Affordable and sustainable contributions
- Flexible coverage options for employees

#### Tax Savings

- ICHRA contributions are tax deductible for employers
- Employers and employees may save additional taxes/costs through payroll deduction

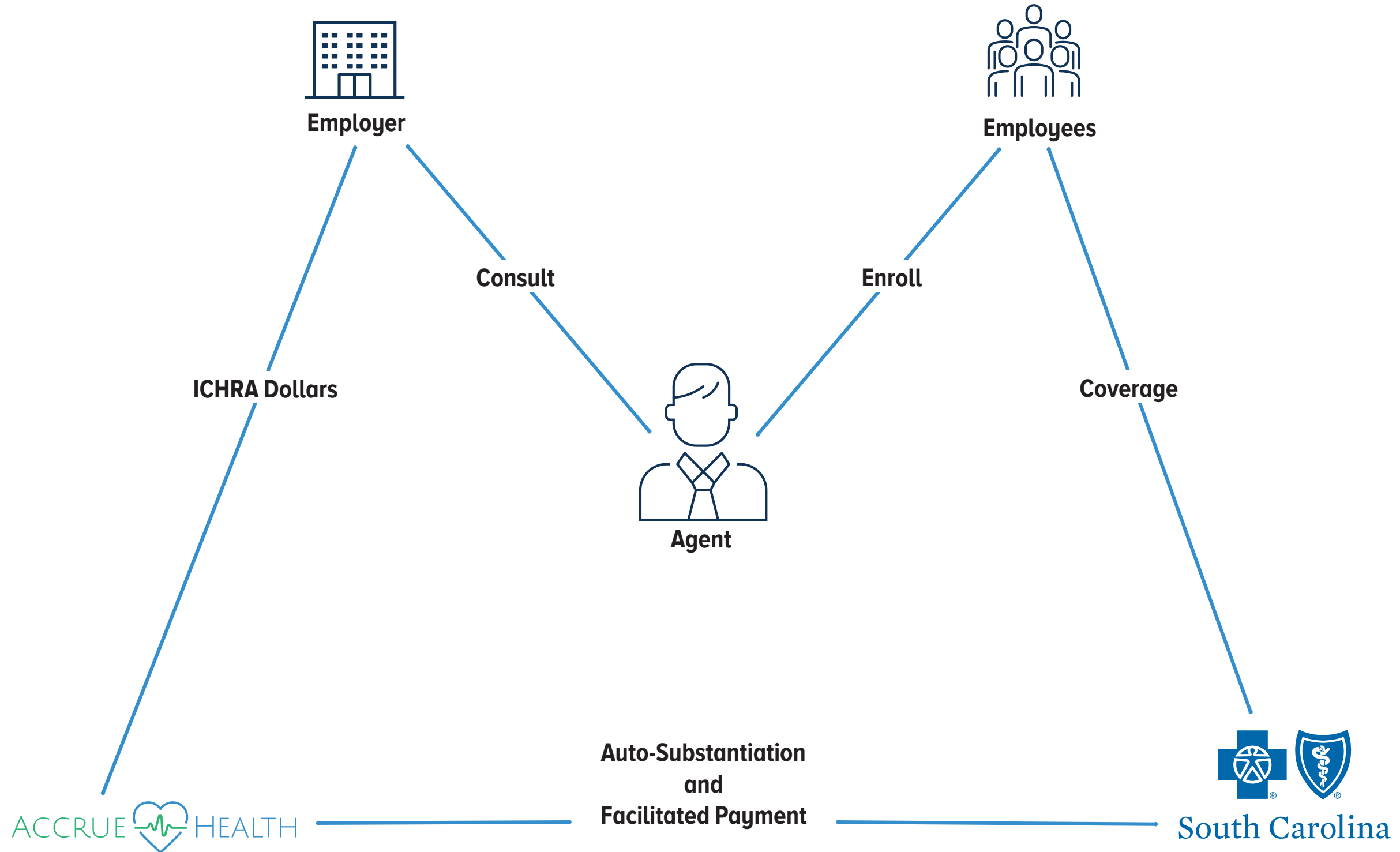
#### Turnkey Solution with AccrueHealth

- Auto-Substantiation
- Facilitated payment with BlueCross BlueShield of South Carolina

#### Enrollment

- Offering an ICHRA creates a Special Enrollment Period (SEP)

# HOW AN ICHRA WORKS



## How do we get started?

### Step 1 – Consultation/Sell

- Affordability Calculation
- Contribution Strategy
- Notice to Employees

### Step 2 – ICHRA Implementation

- Complete Paperwork
- Schedule Implementation Call
- Establish Pre-Funding

### Step 3 – Enrollment

- Special Enrollment Period
- Payroll Express to Employer OR
- Direct Bill to Employees

### Step 4 – Substantiation/Reimbursement

- Auto-Substantiation or Employee Substantiation
- Facilitated Payment to Carrier or Reimbursement to Employee