



Choice Benefits

PICK THE BENEFITS YOU WANT TO OFFER

\$20 PER EMPLOYEE PER MONTH FOR UNLIMITED CHOICE BENEFITS + ANNUAL FEE BASED ON NUMBER OF EMPLOYEES

UPLOAD YOUR COMPLETED FORM AND CENSUS AT WWW.ICHRA.SHOP/RFP OR EMAIL TO BRAD@ICHRA.SHOP

Employer Name _____
Company Contact _____ Phone + Email _____
Effective Date _____ Broker Name _____

CHOOSE THE BENEFITS YOU WANT TO OFFER EMPLOYEES

1. Medical Benefits

- ☐ Individual Coverage HRA (ICHRA)
- ☐ Qualified Small Employer HRA (QSEHRA)
- ☐ Traditional Benefits (Fully-insured or Self-funded)

2. Supplemental Medical Benefits

- ☐ Direct Primary Care
- ☐ Health Sharing
- ☐ Telehealth

3. Financial Benefits

- ☐ Health Savings Account
- ☐ Flexible Spending Accounts (FSA)
- ☐ 401k Match

4. Retirement

- ☐ Retiree HRA.
- ☐ Medicare HRA
- ☐ Emergency Expense HRA

5. Lifestyle Accounts

- ☐ Lifestyle Spending Accounts
- ☐ Spousal Incentive HRA
- ☐ Wellness Reimbursement Account

6. Family Benefits

- ☐ Limited Purpose Flexible Spending Account (LPFSA)
- ☐ Dependent Care Flexible Spending Account
- ☐ Child Adoption Assistance Account

7. Commuter Benefits

- ☐ Transit + Parking Account
- ☐ Bike Account
- ☐ Gas Plus Account

8. Pet Care Accounts

- ☐ Pet Care Reimbursement Account
- ☐ Dog Food Budget (**Post Tax Benefit**)
- ☐ Pet Insurance Budget (**Post Tax Benefit**)

9. Business Expense Accounts

- ☐ Remote Worker Account
- ☐ Work Clothes & Uniform Expenses
- ☐ Workplace Tools Expenses

10. Compliance

- ☐ Bundle (ACA Reporting, PCORI, COBRA Administration)
- ☐ FMLA Administration
- ☐ Compliance Review with Custom Plan Documents

EMPLOYER CONTRIBUTION STRATEGY

- ☐ Flat Dollar Contribution:
- ☐ Age-rated Contribution
- ☐ Class Contributions

BENEFITS PAYMENT & REIMBURSEMENT

- ☐ Employer-driven (Wells Fargo cards)
- ☐ Payroll Model (Finch)
- ☐ Employee Pays (Reimbursement)

BENEFITS ENROLLMENT SUPPORT

- ☐ Digital Benefits Shopping
- ☐ Personal Benefits Meetings (1-1)
- ☐ New Hire Meetings / Open Enrollment

OTHER BENEFITS YOU WANT TO OFFER?

- ☐ Individual, Instant Issue Life Insurance
- ☐ Individual Dental Insurance
- ☐ Short-term Medical Insurance
- ☐ Accident Insurance
- ☐ Individual Disability
- ☐ Long Term Care

EMPLOYER RESOURCES

- ☐ Brokerage & Consulting Services
- ☐ Affordability Determination Testing
- ☐ Renewal Contribution Modeling
- ☐ Digital Benefits Guides
- ☐ Service Ticket Integration
- ☐ Call Center Support
- ☐ Support your Broker
- ☐ ICHRA Feasibility Analysis
- ☐ Consulting Project