



4 Reasons

SMALL BUSINESSES
ARE SWITCHING TO ICHRAS

Group health insurance isn't built with small businesses in mind. *ICHRAs, however, are.*



WHAT IS AN ICHRA?

Group health insurance isn't built with small businesses in mind. ICHRAs, however, are. If you've never heard of an ICHRA, it's just an acronym for an **Individual Coverage Health Reimbursement Arrangement**. Health reimbursement arrangements (HRAs) are employer-sponsored benefit plans that allow employers to contribute funds to their employees' healthcare expenses.

ICHRAs allow small business owners and their employees to choose individual health insurance plans tailored to their unique needs, **something that group plans can't do**. At Remodel Health, we combine the power of individual choice with our exceptional customer service, making the process of switching to ICHRAs a seamless experience!



Healthcare isn't one-size-fits-all, so why should health insurance be?

It's no secret that small business owners sometimes struggle to offer health benefits to their employees. Health insurance is expensive—at least, group health insurance is for small businesses. But one of ICHRAs' primary benefits is its affordability. Did you know that **44% of small business owners do not offer health insurance to their employees?** Yet **88% of employees rank healthcare as their most desired benefit.** This just goes to show the importance of health insurance, even in the small business space.

ICHRAs allow small business employees to shop for personalized health benefits. With ICHRAs, small business owners can better attract talent, retain employees, and build trust. Read on to learn the four reasons why small businesses are switching to ICHRAs—**affordability, flexibility, accessibility, and simplicity.**



44%

Small business owners that **do not** offer health insurance to their employees



88%

Employees that rank healthcare as their **most desired benefit**



Reason 1

AFFORDABILITY ●●●

Who doesn't want affordable health insurance? ICHRAs' affordability allows small business owners to offer health benefits to their employees while maintaining control of the costs. Here are the aspects that make ICHRAs affordable:



DEFINED CONTRIBUTIONS

With an ICHRA, employers set an amount they are willing or able to contribute toward their employee's health insurance costs. This amount is customizable for different employee classes, or based on budget and employee needs.



INDIVIDUAL ACCESS

ICHRAs enable employees to purchase health insurance plans individually. Individual health plans are oftentimes more cost-effective than traditional group health insurance plans.



TAX ADVANTAGES

Employers and employees alike can take advantage of tax benefits with an ICHRA. Employers can reduce their taxable income, while employees can receive tax-free reimbursements.



COST CONTROL

Small business owners can allocate a fixed budget for their health benefits, which helps control expenses and avoid unexpected premium increases.



Reason 2

FLEXIBILITY ●●●



Finally, we have health insurance that can be tailored from the ground up. Employees have the power to customize their health insurance plans and ensure they are the *perfect fit* for their unique needs. By giving your employees the ability to choose and customize their benefits, you are giving them a sense of ownership over their healthcare decisions, which will ultimately lead to **increased satisfaction and a sense of value within the workplace.**

With ICHRAs, small business owners accrue more control over their health insurance plan. Employees obtain more control over their health coverage, too—**everybody wins!**

SOMETIMES, SMALL BUSINESSES DON'T STAY SMALL.

FLEXIBLE REIMBURSEMENT AMOUNTS

ICHRAs give small business owners the freedom to tailor reimbursement amounts and coverage options based on employee family size, job position, tenure, and more.

FLEXIBLE BENEFIT OFFERINGS

Every employee has unique healthcare needs and preferences. **ICHRAs can be strategically designed to empower employees with benefits that suit their needs.**

FLEXIBLE FOR GROWTH

Sometimes, small businesses don't stay small. They grow and their workforce changes. ICHRAs can easily accommodate evolving needs, which is one of the reasons why they benefit small businesses so immensely.



Reason 3

ACCESSIBILITY ●●●

Accessible health insurance seems like a given, but it hasn't always been this way. You might be wondering, *what makes ICHRAs so accessible?*

COVERAGE OPTIONS

With expanded choices, health insurance is more accessible than ever. Employees can select plans that align with their needs and use funds provided by their employer to purchase ICHRAs.



PORTABILITY

Because ICHRAs are connected directly to employees and *not* an employer's group plan, they are portable. This benefit maintains continuity of coverage even when an employee changes jobs.

QUALIFIED EXPENSES

ICHRA funds can cover various qualified medical expenses, such as copays, deductibles, premiums, and out-of-pocket expenses.



Carriers Provided & Many More!



Reason 4

SIMPLICITY ●●●

SIMPLICITY AND HEALTH INSURANCE DON'T TYPICALLY GO TOGETHER, BUT WITH ICHRAs, THEY DO.

You can forget about the intricacies of plan selection, eligibility, and claims processing. ICHRAs provide a set reimbursement to employees for their health insurance expenses, simplifying the overall process. How is ICHRAs' simplicity such an appealing option for employers and employees?

1 NO NETWORK RESTRICTIONS

Some group health insurance plans limit providers based on a network, but ICHRAs allow employees to choose plans that include their preferred medical facilities and doctors.

2 EASY ENROLLMENT

ICHRA enrollment typically involves employees selecting an individual health insurance plan and providing proof of coverage—it's as simple as that!

3 TRANSPARENT PRICING

Not only does an ICHRA offer better cost predictability, but you'll also never have to deal with pricing fluctuations or premium increases.

4 EASY BENEFIT ADMINISTRATION

With ICHRAs, employers don't have to manage complex group health insurance plans. Employees use the funds provided by their employer to pay for their own insurance plan.



Why Remodel Health? ●●●

The Remodel Health team is composed of compassionate health insurance experts dedicated to helping small business employees (and employers) win. Small businesses create a substantial impact through their generation of new jobs and contribution to economic activity. **We believe the health benefits they offer should reflect that.**

Our dedication to helping small businesses get better benefits doesn't end after registration. We are happy to be a lifelong source of knowledge regarding all things health insurance. If your small business needs help optimizing employee benefits offerings, we can analyze your current benefits and recommend adjustments that align with your financial goals and the diverse needs of your employees. We are happy to assist your small business in keeping up with benefits regulations and compliance requirements, as well as the navigation of these complexities.



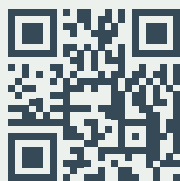
ICHRAS ARE THE FASTEST-GROWING SOLUTION IN HEALTH INSURANCE.

Small businesses that utilize group health insurance, or don't currently offer any health benefits, are missing out on a valuable, talent-retaining option that can simultaneously benefit them and their employees. With ICHRAs, small business owners can easily comply with Affordable Care Act (ACA) requirements without being required to offer a traditional group health insurance plan for their employees.

For nearly a decade, the highly-trained and licensed experts at Remodel Health have guided and empowered small business owners through the straightforward process of switching to individual health insurance plans for their employees.

Connect with us today to learn more about the benefits of switching your business over to individual health insurance plans, ICHRA rules and regulations, and more!

Get in touch!



HELLO@REMODELHEALTH.COM

(844) 748-3240

REMODELHEALTH.COM

525 S. MERIDIAN ST.
INDIANAPOLIS, IN 46225

