



DIVERSIFIED

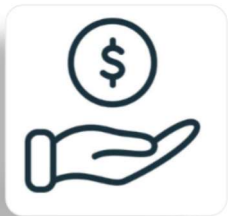
BENEFIT SERVICES

ICHRA Made Easy

ICHRAs – an affordable option for delivering health care

Individual Coverage Health Reimbursement Arrangements (ICHRAs) allow employers to designate funds that employees can access tax-free to reimburse the cost of individual health insurance coverage. ICHRAs help employers control their fixed costs for health insurance while allowing employees the freedom to purchase the coverage that meets their needs.

How it works



1 Employer sets a flat contribution for employee healthcare costs



2 Employee selects insurance policy from desired carrier



3 Employee enrolls in insurance plan and ICHRA

(enrollment assistance available)



4 Employee receive flat contribution amount for premium payment

(leftover funds available by claims submission)

Diversified Benefit Services
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Hartland, WI 53029
(262) 367-3300
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WHY ICHRA_s?

An ICHRA allows employers to designate funds that employees can use – tax free – to purchase individual health insurance coverage (including Medicare premiums). Employers can also choose to allow reimbursement for eligible out-of-pocket expenses like medical, dental, and vision care.

Benefits of an ICHRA

- Budget Friendly: Employers control costs by setting defined contribution amounts.
- Flexibility: Works for both employers and employees, giving employees choice and employers control.
- Talent Attraction & Retention: Offers competitive benefits in today's tight labor market.
- ACA Compliance: Considered minimum essential coverage and employer contributions are deemed affordable when designed properly.
- Tax Advantages: Contributions are tax-free for both employer and employee.

Why Diversified Benefit Services?

Not all ICHRA administrators are the same. Diversified's "Next Generation ICHRA" platform stands out with:

Automated & Direct Deposit Reimbursements to Employees – eliminating claim delays and reducing administrative errors.

Comprehensive Processing – covering premiums including Medicare and eligible out-of-pocket expenses.

Tailored Plan Design – customized to fit the needs of each employer.

Dedicated Service – assigned claims specialists for every client, employee education, and on-site support.

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