

# QSEHRA *by BASIC*

Small Employer HRA

## What is a Small Employer HRA?

With the long-awaited passing of the 21st Century Cures Act, many small employers and their employees can now celebrate over the repealed IRS ruling, preventing stand-alone HRA plans. Starting January 1, 2017, small employers that do not offer group health insurance will have an ability to provide a tax-favored reimbursement to their employees. This new HRA would allow eligible small employers to offer a health reimbursement arrangement funded solely by the employer that would reimburse employees for qualified medical expenses including health insurance premiums.

## Who Qualifies for a Small Employer HRA?

- An employer with less than 50 full time employees and does not offer a group health plan to any employees
- The Small Employer HRA must be provided on the same terms to all eligible employees. However, the Cures Act allows benefits under the HRA to vary based on family-size in order to help with varying health insurance plan costs.
- The maximum contributions for 2019 are \$5,150 for individuals and \$10,450 for families.



## BASIC's Small Employer HRA Features.

With the regulatory complexity of the changing health care industry it is important to partner with a reputable company. BASIC has always been an industry pioneer and innovator of benefit and compliance problem solving services.

- BASIC takes care of all plan documents, administration, and reimbursements.
- We show you how to legally assist employees with the cost of their individual premium costs through defined contributions.
- We offer a simple annual fee; with no additional setup fees.
- Small Employer HRA participants are able to take advantage of BASIC's quick reimbursement turnaround.
- We provide participants with an HRA summary explaining their plan. This summary also explains that participants are not eligible to receive subsidies for insurance purchased under an exchange for the months when they are covered by the employer's HRA.



- HR Benefits
- Compliance
- Payroll & Leave

**Request a Proposal for a Small Employer HRA Today!**

For more information about any of our services or to speak with a sales consultant call 800.444.1922 x 3 or visit [basiconline.com](http://basiconline.com).

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