



ICHRA *by BASIC*



In 2019, a new kind of Health Reimbursement Arrangement (HRA) was approved and is known as an Individual Coverage HRA (ICHRA). It allows employers to reimburse employees for insurance policies. Like traditional HRAs, ICHRAs are tax-favored. Employers may take a federal income tax deduction on contributions, which are excluded from employees' wages.

ICHRAs are available for all group sizes and has no contribution limit. Eligibility requires ICHRA participants to be enrolled in individual insurance or Medicare Parts A and B or C. In addition, employers may not offer a choice between an ICHRA and a traditional group health plan.

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ICHRAs are tax-favored for employers and participants.

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ICHRAs are more personalized than employer-provided group plans and allows employees to choose their own plan.



A New Way to Manage Benefits

Employee benefits are now easier to manage than ever before with BASIC's state-of-the-art Consumer Driven Accounts system. You may now offer your employees over 30 integrated benefit accounts to meet their varied needs, all with no extra work required on your end.

BASIC's one-stop solution allows you to manage all your benefit plans on one card, one website, and one mobile app for the utmost convenience.

You have the power to create a custom benefit program tailored to your employees' specific needs. Choose from a wide range of healthcare benefit accounts like FSA, Simple HRA, or HSA, and combine them with Dependent Care, Transit, Wellness Rewards, and Education Reimbursement accounts – all on a single platform.

The BASIC Card & MyCash

With MyCash, when an employee requests a reimbursement, funds are immediately processed and placed in an account that's available on their BASIC card. No more delays!

The BASIC Card is smart enough to pay for eligible items from benefit accounts and ineligible expenses (e.g., milk, gum, or other ancillary expenses) from a participant's MyCash account.



Compliance Partner

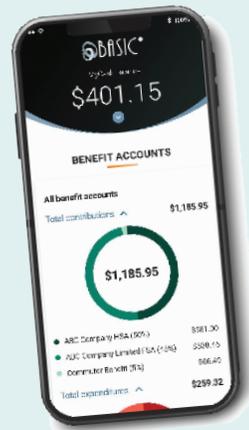
As your compliance partner, BASIC will ensure your ICHRA falls within the IRS regulations while providing you and your employees with superior service.

BASIC provides plan design assistance and reviews employee classes to prevent discrimination and noncompliance.

- There are no IRS contribution limits but employers can set caps and can choose to reimburse only health premiums or include 213d expenses.
- Employers can designate classes of employees and offer specific benefits based on those classes.
- BASIC manages all claims and reimbursements. Participants can use their BASIC Card, BASIC Picture to Pay, or submit a claim and their reimbursement will be added to their MyCash.
- BASIC ICHRA provides the necessary model notices for employees, Legal Plan Document, and Summary Plan Description required for compliance.



[ICHRA FAQs published by the DOL, IRS, and HHS \(Q5 Class Distinctions\).](#)



The BASIC Benefits Mobile App with Picture to Pay

In three quick steps, participants can pay their medical bills directly to healthcare providers with our "Picture to Pay" feature. No paper, no postage, no hassle.

1. Snap a picture of the bill
2. Submit via the BASIC benefits app
3. BASIC pays the bill from the appropriate benefit account



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.