

# Why go with an ICHRA?



ICHRA's (Individual Coverage HRAs) are a type of group policy that gives employees the power to select the best coverage for themselves and gives employers the freedom to simply contribute to the premium without administering the entire policy. Let's look at some key differences between traditional group plans and ICHRA's:

	ICHR A	T r a d i t i o n a l G r o u p
<b>ICHRAs are generally lower cost than traditional group plans</b>	✓	✗
<b>Employee picks from a large selection of plans and carriers (no more one size fits all)</b>	✓	✗
<b>No minimum or maximum contribution. No participation limits</b>	✓	✗
<b>Any size group can participate</b>	✓	✗
<b>Employer can pay for employee's Medicare coverage</b>	✓	✗
<b>Employer's portion is tax deductible and Employee's portion is taken out pre-tax</b>	✓	✓