



Introducing Gravie ICHRA CompletePay™

At Gravie, we're committed to developing innovative solutions to create health benefits people can love. As leaders in the ICHRA space, we know the importance of having a secure, easy-to-use process for coordinating payments between employers, employees and their insurance carriers.

We're proud to share our newest payment solution, engineered to make payment coordination easy and secure for both employers and employees:

Gravie ICHRA CompletePay™

STEP 1

Gravie invoices the employer (one monthly group invoice including all employees)

- Employer deducts employee's portion of the premium via payroll

STEP 2

Gravie deposits the funds into the employee's virtual Gravie ICHRA CompletePay account

STEP 3

Carrier pulls the funds from member's individual Gravie ICHRA CompletePay account

- Option to pay with ACH or credit card
- Gravie approves payments to carrier in real time

STEP 4

Gravie audits member's virtual Gravie ICHRA CompletePay account to ensure premium payment is successfully received by carrier

- ✓ Payment **processed**
- ✗ Payment **not processed**

Gravie works with member to complete payment



How Gravie ICHRA CompletePay works:

- As members enroll in their HRA, Gravie creates an individual virtual bank account for each member, in order to coordinate the monthly premiums to their carrier.
- Each month, the employer automatically pushes predetermined funds to the member's account.
- The member automatically adds the remaining funds to cover the full monthly premium of their chosen health plan.
- Gravie verifies that the amounts and the recipients are correct, then pushes the monthly premium from the account to the carrier.
- Gravie continuously monitors each account to ensure that it is in good standing, and to catch any issues that may arise.



Employers

ICHRA gives employers a great way to offer health benefits to their employees while avoiding the burden of managing a group plan. But with legal regulations, tax considerations, and financial transactions with a third party, things can get complicated. **Gravie ICHRA CompletePay** offers a simplified and secure process to coordinate employees' full individual premium payments through the ICHRA.



Employees

With Gravie ICHRA CompletePay, members don't have to worry about facilitating their own monthly premium payments or substantiating HRA claims every month. Instead, payments to the carrier are monitored on their behalf, and Gravie is always on hand to assist with payment issues if needed.

Gravie ICHRA CompletePay™ improves every step of the ICHRA payment process:

Gravie is a true leader in the ICHRA space, thanks to our hands-on service model and intuitive tech solutions. Our Gravie ICHRA service teams offer year-round support to all stakeholders, making it easy for employers to navigate the best ICHRA solutions for businesses of all sizes. And employees love ICHRA with Gravie, too — they get the freedom to choose the individual health plan they want, and the personalized support they need to manage their plan.

- **No bank application needed:** Members won't need to apply to get a Gravie ICHRA CompletePay account, as these accounts are created and operated by Gravie with our banking partner.
- **Increased banking security:** With real-time visibility and control of each member's FDIC-insured account, Gravie can approve and deny payments based on the carrier and premium amount.
- **No more substantiations:** By having transparency into the account status, Gravie ICHRA Complete Pay eliminates the need for monthly manual substantiation for ICHRA claims, eliminating the monthly hassle and mitigating the risk of misuse of funds.
- **Fewer payment issues, faster resolution:** Because Gravie ICHRA CompletePay gives Gravie the ability to facilitate and monitor each member's premium payments, Gravie can quickly identify any problems that should arise and get right to work with the carrier and member to resolve them.
- **Minimized recoupments:** By improving the recoupment process of ICHRA funds, Gravie ICHRA CompletePay reduces the risk of failed recoupments for employees terminated after the ICHRA has been funded.

Have questions
about Gravie ICHRA
CompletePay™?

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