



MORE BENEFITS. FEWER ASTERISKS.



## Thank you for considering Gravie.

Since 2013, we've been pioneers of the defined contribution model, helping businesses give employees the benefits they really want, while benefiting the bottom line.



# Contents

01

**Meet Gravie and  
Gravie ICHRA**

02

**What is ICHRA?**

03

**Advantages of ICHRA**

04

**Why Gravie ICHRA**

05

**Navigating Complexities  
of ICHRA**

06

**Shopping for a health  
plan with Gravie ICHRA**

07

**Financial impact  
of ICHRA**

08

**Medicare and ICHRA  
Dependents over 26**

09

**ICHRA implementation**

10

**Gravie Care and ICHRA**

11

**FAQ + Resource Library**



Click on the tiles to jump to a section!



# Meet Gravie and Gravie ICHRA.

**Offer your employees the health benefits they want in a way that works for your business.**

For employers of all sizes, out-of-control health care costs and inadequate coverage are an all-too-familiar story.

**9%**

expected increase to employer health care costs in 2025

Source: Mercer

**NEARLY  
2X**

higher share of premiums paid by employees at smaller businesses compared to those working at larger firms

Source: Commonwealth Fund

**2X**

large employers are twice as likely to offer employee health benefits compared to smaller companies

Source: Commonwealth Fund

And many are questioning who, if anyone, is actually seeing a benefit.

But, there's an innovative solution you might not have considered, that can help employers take control of their health benefits spending while offering their employees benefits that actually meet their needs. It's called ICHRA — and it can transform your benefits strategy and your bottom line.

Hi, we're  
**gravie**

We're a licensed TPA bringing both level-funded health plans and an ICHRA solution to employers of all sizes, and we've been pioneering the individual contribution model since 2013.

**300+** carriers

**8,000+** plans offered

**400+** employer groups served

**81%** employer retention rate

**80%** customer satisfaction score



**84% growth among applicable large employers from 2023-2024**

# What is ICHRA?

## New to ICHRA? We'll walk you through it.

An Individual Coverage Health Reimbursement Arrangement (ICHRA) is a flexible health benefit that allows employers of any size to reimburse their employees for individual health insurance premium and qualified medical expenses, on a pre-tax basis. In other words, your employees choose the coverage they need and you pay them back with tax-free ICHRA reimbursements.

## From HRAs to ICHRAs

### Early 2000s

Prior to the Affordable Care Act (ACA), standalone HRAs provided flexibility but were often limited to large companies that could self-insure.

### 2010 – 2015

The passing of ACA leads to changes on how standalone HRAs could be used, restricting them to those integrated with a group plan, limited benefit HRAs, and retiree HRAs.

### 2017

The advent of the Qualified Small Employer HRA (QSEHRA) creates an exception for businesses with fewer than 50 full-time employees.

### 2020

Executive order expands use of HRAs to employers of all sizes, with no contribution limits, giving way to the Individual Coverage HRA (ICHRA) and Excepted Health Benefit Reimbursement Arrangement (EBHRA).



# Advantages of ICHRA

## With an ICHRA, everyone benefits.

An Individual Coverage Health Reimbursement Arrangement (ICHRA) is a flexible health benefit that allows employers of any size to reimburse their employees for individual health insurance premium and qualified medical expenses, tax-free. In other words, your employees choose the coverage they need and you pay them back with tax-free ICHRA reimbursements.



### More cost control and predictability

As an employer, you determine your health benefits budget and how much you want to contribute to the ICHRA for each employee class.



### Reduced administrative burden

With an ICHRA, your employees work directly with their chosen individual insurance carrier — with support from Gravie — taking much of the burden off your plate.



### Portable benefits

When an employee leaves, they can take their benefits with them and pay their premiums on their own.

# Why Gravie ICHRA?

## We're not happy unless everyone is happy.

There's ICHRA, and then there's Gravie ICHRA. And that's a difference you and your employees will notice. With Gravie, you get service supported by technology – not the other way around.



### Flexible

We built Gravie ICHRA to look and feel much like a traditional health plan, giving your employees flexibility to shop for the plans that meet their needs.



### Intuitive

Our simple, intuitive enrollment platform makes it easy to browse and select an individual plan.



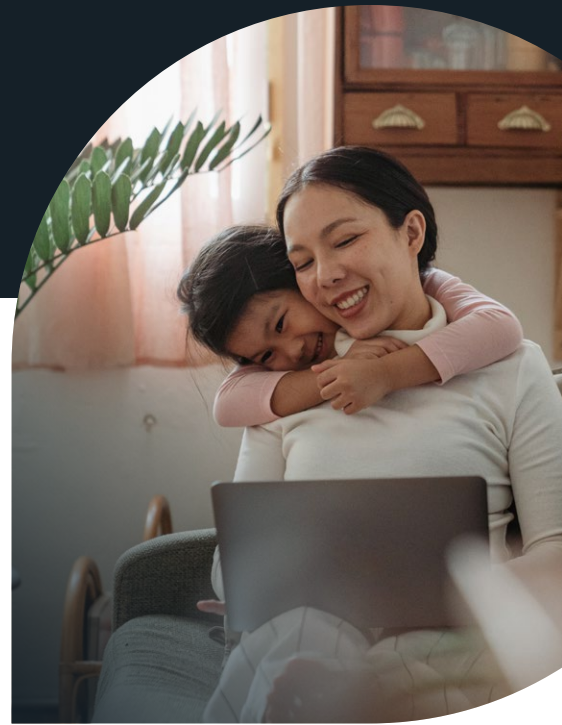
### Coordinated

Gravie helps coordinate funding and payments to both the employer and employee prior to the expense.



### Personalized

We're people-first. Employers can rely on us for expert support, helping you navigate all the complexities of ICHRA, from ACA requirements to guiding contribution strategies, setting up employee classes, and helping you and your broker ensure compliance. Plus, employees always get personalized guidance from the Gravie Care team.



## Looking for even greater savings and value?

Gravie is the only health benefits company offering both level-funded and ICHRA solutions.



# Navigating the Complexities of ICHRA

## Making sense of ICHRA.

We'll be the first to admit that ICHRA isn't without its complexities. But, figuring it out can be worth it — and we're here to guide you every step of the way.

Is ICHRA right for my business?	ICHRA	Group Plan
Cost control	✓	✗
Flexibility	✓	✗
Choice	✓	✗
Affordability	✓	✗
Less administrative work	✓	✗
Simple for employees	✗	✓

## On- or off-exchange? Important implications for HRAs.

With an ICHRA, employees can use their HRA funds to purchase coverage on either an **on-exchange** or **off-exchange** plan. However, employees who purchase an **on-exchange plan** through the marketplace may forfeit premium tax credits if they accept the ICHRA, unless the HRA is deemed unaffordable under ACA rules.

For employers administering HRAs, knowing whether employees are buying on- or off-exchange plans, and whether the state uses FFM or SBM, is important for compliance with ACA rules regarding ICHRAs.

## If ICHRA checks all the boxes for your business, here's what's next on your to-do list.

Review the [Gravie ICHRA Employer Responsibilities Checklist \[LINK\]](#) to for taking necessary steps to remain compliant, ensure the correct employees receive eligibility notifications, facilitate timely enrollment of their individual policies

# Shopping for a health plan with Gravie ICHRA

## With Gravie ICHRA, employees can choose their plan and how they shop for it.

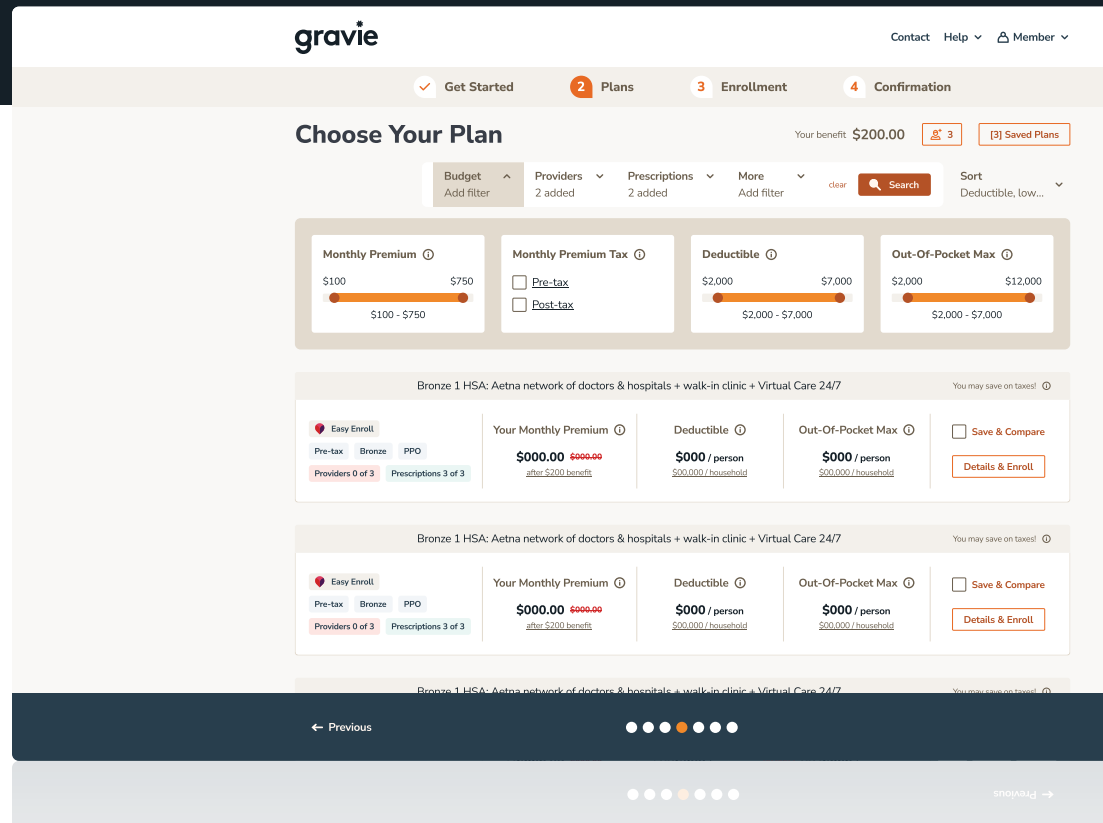
With Gravie ICHRA, picking a plan is simple, and depending on which carrier they select, they can choose from two options. But, they never have to go it alone, our Gravie Care team is there with personalized support from, you guessed it, people.

### Easy Enroll

Members simply log into the Gravie member portal and we'll guide them through the whole process, from plan selection, to enrollment, and payment.

### Self-Enroll

With self-enroll, employees manage the enrollment process directly with the carrier.





# Financial impact of ICHRA

## How can ICHRA impact your business? Let's get to the bottom line.

There's ICHRA, and then there's Gravie ICHRA. And that's a difference you and your employees will notice. With Gravie, you get service supported by technology – not the other way around.

### An ICHRA is a highly tax-efficient alternative to traditional group plans.

Employer contributions are tax-deductible and reimbursements are not included in employee's gross income, but unused ICHRA funds can't be cashed out.

### Switching to ICHRA can change the direction of your health expense trend.

Your ICHRA admin fee replaces monthly premiums, meaning your business is not subject to annual rate increases. That can lead to a 95% revenue retention rate.

### On- or off-exchange matters.

Depending on whether your employees are buying on or off the exchange could mean forfeiting tax credits. Know what they're buying and whether the state uses FFM or SBM for ACA compliance.

### Paying premiums doesn't have to be complicated.

CompletePay by Gravie simplifies how employees pay for their health insurance premiums, our ICHRA Payment Flow makes it easy to facilitate monthly premium payments between employer, employee, and insurance carrier.

## ICHRA Payment Flow

### STEP 1

Several weeks before the start of open enrollment, Gravie invoices the employer for the estimated monthly sum of all enrolling employees' premiums in order to activate **First-Month Funding**.

### STEP 2

Gravie creates a Gravie ICHRA virtual funds bank account for each enrolled employee which will be used to pay monthly premiums. Each month, employer dollars are used to fully fund the enrolled employee's virtual funds account.

### STEP 3

For employees with an Easy Enroll plan, **Gravie sets up automatic monthly payments** between the Carrier and the employee's Gravie ICHRA virtual funds account. Employees who choose a Self-Enroll plan must set up their monthly autopay on their own.

### STEP 4

Each month, the **Carrier** pulls funds from the employee's Gravie ICHRA virtual funds account. Gravie approves payments to carriers in real time.

### STEP 5

Gravie audits each enrolled employee's Gravie ICHRA virtual funds account to ensure accurate payments.

### STEP 6

**Employer** deducts employee's portion of the premium via payroll.

# Medicare and ICHRA Dependents over 26

---

## **What about employees on Medicare or who have dependents over the age of 26?**

Different employees have different needs. Some may have older children who live at home, while others may be nearing retirement and eligible for Medicare. How can an ICHRA work for them? There are a few things to consider.

### **For employees eligible for Medicare...**

If your employee is enrolled in Medicare Parts A and B, or Medicare Part C, ICHRA can be used to cover their premiums or other healthcare costs, like deductibles and copays.

### **For dependents over age 26...**

Under federal law, dependents can remain on their parents' health insurance until they turn 26. After that, they'll have to obtain their own. Just like other health plans, this is true for ICHRA.

# ICHRA implementation

**A flexible way to offer benefits, and implement them too.**

(Just give us 60-days notice and we'll get you all set up.)

## Broker, employer & account manager



### Sales, AM & broker handoff call (60 days to effective date)

- Confirm status of contribution strategy
- Review client expectations, enrollment culture, broker players, special considerations
- **Employer provides current enrollment census with employee-level plan details**
- Gravie provides AOR form to employer
- Gravie invoices the employer for First-Month Funding (pre-funding the employer's Gravie ICHRA account)



### Implement ICHRA with employer (45 days to effective date)

- Welcome call with employer's team
- Discuss group's timeline for kickoff and open enrollment
- Review application, enrollment and payment processes for employees, with attention to differences between Easy Enroll and Self-Enroll plans
- Complete preparation of the ICHRA Enrollment Guide for Employees and create a plan for distribution
- Employer signs and submits Qualifying Event document
- Employer provides up-to-date enrollment roster



### Kickoff meeting with employees (30 days to effective date)

- Communicate upcoming open enrollment dates
- Set expectations for completing applications and setting up payments

## Employees, Gravie & carrier



### Open Enrollment period (30 days to effective date)

- Employees use Gravie's online portal to select a medical plan and enroll in their HRA. Employees who select a Self-Enroll plan will need to complete, submit and track their application process. Gravie Care is available to help throughout the process.
- **Employees submit a recent invoice or confirmation letter from their carrier to Gravie to substantiate their HRA**
- Employer reviews enrollment reports sent by Gravie Implementation Manager



### Gravie and carrier process payments (15-0 days to effective date)

- Gravie sends funds to the carrier (or in the case of Medicare, the member) from the member's Gravie ICHRA account
- Implementation Manager facilitates transition to Account Manager and provides a final enrollment report for payroll deductions

**Start off on the right foot with first-month funding.** We invoice employers for first-month funds 1-2 weeks prior to open enrollment, so your employees have money in their account when it's time to fund their plans.



# Gravie Care and ICHRA



**Help when you need it,  
from real Gravie people.**

When you call Gravie Care, you'll talk to us, the real people of Gravie. Our Care Team is there to help you navigate the complexities of health benefits and is there when you need us, with personalized support right from our call centers in Bloomington, MN or Las Vegas, NV. They know our products — and understand what our members need. So, if one of your employees contacts us with a question about ICHRA, it's going to get an answer.



**Out of pocket maximum**



**Coverage Details**



**Explanation of Benefits (EOBs)**



**Claims**



**Finding a provider**



# FAQ & Resource Library

## Want to learn more about the Gravie ICHRA experience?

We've assembled a list of accessible, user-friendly resources to guide you.



### For Employers

[Employer Responsibilities Checklist](#)

[Implementation Timeline](#)



### For Employees

[Gravie ICHRA Employee Enrollment Guide](#)

[Plan Shopping Experience Demo](#)

[Gravie ICHRA Member FAQ](#)



### For Brokers

[Gravie ICHRA - Broker Overview](#)

[Gravie ICHRA eBook](#)