BPAS

Individual Coverage HRA (ICHRA)

Flexible, Budget-Friendly Health Benefits

Help employees buy the coverage that fits them, while you control costs and stay compliant.
An Individual Coverage Health Reimbursement Arrangement (ICHRA) lets employers of any size reimburse employees for their health insurance premiums and qualified medical expenses - tax-free. With the right design and administration, they can replace or complement group health coverage, extend benefits to more workers, and simplify renewals.

Why choose an ICHRA?

- **Budget control** - set predictable allowances by employee class.
- **Reach more employees** - ICHRAs can serve diverse and distributed workforces.
- **Talent advantage** - give people a choice to find the plan that best fits their family and budget.
- **Operational simplicity** - reduce plan management overhead and seasonal renewal friction.
- **Employee satisfaction** - individuals have the flexibility to choose their preferred carrier and cost structure. Terminated employees can retain insurance with no lapse of coverage.

How does it work?

- Design allowances by employee classes (e.g., full-time, part-time, salaried, geographic).
- Employees shop for individual coverage and enroll.
- Employees submit substantiation; BPAS reviews and reimburses eligible premiums/expenses.
- You monitor budgets, engagement, and trends through employer dashboards.
- BPAS will help you evaluate fit, define employee classes and allowances, set up administration, and communicate with your team.

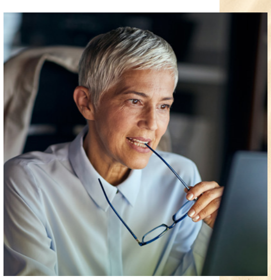
Who's the best fit?

- Employers facing rising group premiums or limited carrier options.
- Organizations with variable-hour, seasonal, or geographically distributed staff.
- Growing companies seeking a scalable, portable benefits model.

BPAS + ICHRA = Perfect Match

BPAS functions as a **full Third-Party Administrator** so we can:

- Review and substantiate all claims, including 213(d) medical expenses
- Offer ease of administration with recurrent claims



WHY BPAS

Built on Trust. Focused on People.

- **End-to-end** administration, claims processing, recordkeeping, clearing, and custody under one roof.
- **Integrated technology** that streamlines enrollment, claims, and reimbursements.
- **Expert guidance** on plan design, notices, substantiation, ongoing monitoring, and compliance support.
- **Clear, helpful communication** with responsive Participant Services and employer support.

Get In Touch
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