



**Solutions for ICHRA
and Compliance
Requirements**

What is an ICHRA?

An Individual Coverage Health Reimbursement Arrangement (ICHRA) is a health benefit plan that allows employers, of all sizes, to reimburse employees for some or all of their health insurance premiums and/or for qualified out-of-pocket medical expenses.

Benefit for Employers/Employees

ICHRA's can help businesses attract and retain talent, expand benefits to more employees, control healthcare costs and remain competitive in the marketplace. Employer contributions to ICHRA's are tax-deductible and are not considered wages to the employees. For large employers, an ICHRA meets the ACA requirement of an offer of coverage. Employees are allowed to choose an individual health plan on the marketplace that fits their unique needs.

Compliance Requirements of an ICHRA

- **90-day Notice:** The ICHRA Notice must be provided to participants at least 90 days prior to the plan year.
- **Attestation:** Employers must obtain an Attestation from each enrolled Participant.
- **ERISA:** an ICHRA is a group health plan (GHP) and is subject to ERISA disclosure and reporting requirements.
- **COBRA:** as a GHP, ICHRA's are subject to the Consolidated Omnibus Budget Reconciliation Act (COBRA).
- **HIPAA:** ICHRA's are self-funded GHP's and are subject to HIPAA's Privacy and Security rules.
- **PCORI:** ICHRA's as self-funded GHP are required to pay the annual Patient Centered Outcomes Research Institute (PCORI) fees.
- **ACA Employer Reporting:** ICHRA's as self-funded GHP's must report Annually to the IRS under the Individual mandate.

**TASC has the solution for the
administration and Compliance of ICHRA's:**

TASC has bundled service offerings that provides the following:

- ✓ Client Administration Manual
- ✓ MyTASC Employer online portal
- ✓ TASC Card for participants
- ✓ TASC mobile App for participants
- ✓ MyTASC online portal for participants
- ✓ Model 90-day notice
- ✓ Model Attestation
- ✓ ICHRA waiver form
- ✓ ERISA Compliance
- ✓ COBRA Compliance
 - Includes MyTASC online portal
 - Includes TASC mobile app
- ✓ HIPAA Compliance
- ✓ PCORI Compliance
- ✓ ACA Employer reporting Compliance
- ✓ Summary of Benefits and Coverage Document
- ✓ MSP Reporting to CMS

- **Summary of Benefits and Coverage (SBC):** Under ACA requirements all Group Health Plans must provide an SBC to participants.
- **Medicare Secondary Payer(MSP) reporting:** ICHRA's must be reported to the Centers for Medicare and Medicaid Services (CMS) annually.