



THE HARRISON GROUP, INC.



QSEHRA - The HRA for Small Employers

What is QSEHRA?

A QSEHRA is an employer-funded, tax-deductible plan that allows smaller employers (under 50 employees) to offer pre-tax assistance to employees toward the cost of individual health insurance premiums, as well as, out-of-pocket medical, dental and/or vision expenses.

A QSEHRA makes it easier for smaller employers and their employees to manage healthcare costs.

Why Use a QSEHRA?

- ✦ SMALL EMPLOYER COST SAVINGS
 - *Payroll Tax Savings (no FICA)
 - *Avoid Cost Uncertainties
 - *Budgetary Control Through Fixed Amounts
 - *Unused HRA Allocations Revert Back to Employer
- ✦ COMPETITIVELY RECRUIT TOP TALENT
- ✦ INCREASE EMPLOYEE JOB SATISFACTION, MORALE AND RETENTION

Are you eligible to offer the QSEHRA?

- Do you have less than 50 full-time employees?
- Are you not currently offering a group medical plan?

How The Harrison Group helps you with your QSEHRA

QSEHRA Case Study

Company XYZ had 14 employees who were full-time, working at least 30 hours per week on a regular basis. The employer instituted a QSEHRA and contributed the maximum amount per employee instead of an across the board salary increase. The results were:

**Company XYZ saved approximately \$11,000 in FICA taxes*

**Some employees were able to save approximately \$2,600 in Federal, PA, and FICA taxes*

**Employee satisfaction increased*

The employer was able to help employees pay for important benefits without having to establish a group medical insurance plan.

***SMALL EMPLOYER EXPERTS**

Many of our clients, like you, understand that one size does not fit all. We offer *customized* solutions to meet your specific objectives and budget.

***A PARTNER WITH PROVEN EXPERTISE**

With over 30 years of experience in the industry, our clients have come to rely on us to partner with them to provide the necessary education and benefits plan consultation.

***CUSTOMER SERVICE IS OUR MAIN FOCUS**

Your employees will enjoy interfacing with our concierge client service team.

***TECHNOLOGICAL ADVANCES**

We offer the latest in industry-leading technology to our clients including a web and mobile application for accurate and easy claims submission. We also offer online education for employers and their employees.

What are the employer requirements?

*The benefit may vary by employee such as: An employee's age, number of covered family members, and/or the price of an individual policy which qualifies as minimal essential coverage.

*The maximum reimbursement for 2019 is \$5,150 for employee-only, or \$10,450 for family coverage (Partial year coverage for both new hires and terminees, and indexed for future years).

*The employer cannot offer group health coverage to any employee.

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