



2020 HRA Update, Part Two

Over the next several weeks, we will be emailing information about the new Health Reimbursement Arrangements which take effect on January 1, 2020.

*Each update will address a portion of the new law so that you may focus on how the new HRA's will operate. Topics will include key provisions of the law, as well as, how your clients and employees may benefit. We have assumed that you have basic knowledge of how the **Individual Coverage HRA (ICHRA)** and the **Excepted Benefit HRA (EBHRA)** operate. If you need a refresher, you can click [HERE](#) to review our summary. The information provided below is in response to direct questions that we've already received from a number of brokers.*

What types of employers may want to consider establishing an Individual Coverage HRA (ICHRA)?

There are several factors to consider when evaluating whether an employer should establish an ICHRA for a portion of its employees. Assuming that there are economic reasons for doing so, the following employers may be candidates for an ICHRA:

- Staffing Companies with a significant number of temporary employees.
- Employers with a significant number of part-time employees.
- Employers with offices in more than one geographic location where it makes sense to exclude a specific location(s) from the group medical insurance plan.
- Employers with seasonal workers
- Employers who have a significant amount of hourly employees, some examples:
 - Landscaping Company
 - Painting contractor
 - Restaurants
- Employers who have more than one related entity each of which has employees. There is no requirement to offer identical benefits to employees if they are employed by different employers in a controlled group. As a result, you could offer group medical insurance to employees of one entity while offering an ICHRA to employees of another related entity.

Our next 2020 HRA Update will provide some answers to questions that we will obtain from our visit to the ECFC Symposium in Cincinnati, Ohio. We're excited to be attending this conference to gain additional knowledge from some well known industry experts.

Please visit our website at www.theharrisongrouponline.com to find all the updates readily available at your fingertips for easy download and dissemination.

The Harrison Group can help!

A Suite of HRA's to fit all your client's needs

The Harrison Group, Inc. specializes in the technical consultation and design of Health Reimbursement Arrangements. No matter your client's needs, there's virtually an HRA to suit everyone!

Effective January 1, 2020, the following HRAs will be available:

- ✔ HRA INTEGRATED WITH GROUP HEALTH PLAN COVERAGE
- ✔ RETIREE ONLY HRA
- ✔ HRA THAT ONLY REIMBURSES EXCEPTED BENEFITS (I.E., DENTAL AND/OR VISION)
- ✔ QUALIFIED SMALL EMPLOYER HRA - QSEHRA
- ✔ INDIVIDUAL COVERAGE HRA - ICHRA
- ✔ EXCEPTED BENEFIT HRA - EBHRA

Our software platform and HG Advantage Card are currently capable of administering our full suite of HRAs and almost any plan design that your clients select, so you can trust that we can have their plan up and running without delay.

Please contact us with any questions that you have. We will be happy to respond to you in a timely manner.



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The new HRA's that will be established for employees may differ considerably from employer to employer.

Our administration software and HG Advantage Card are currently configured to accommodate a wide variety of design alternatives.

Please contact us if you need guidance or assistance in establishing these plans for your clients.



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