

# A Flexible and Predictable Health Care Benefit

## Individual Coverage HRAs

Presented by:



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## “Affordability” – W-2 Safe Harbor for 2020

Minimum reimbursement = (2019 annual premium for lowest cost silver plan) - (W-2 wages x 9.78%)

## “Affordability” – Employee A

- Minimum reimbursement = (2019 annual premium for lowest cost silver plan) - (W-2 wages x 9.78%)
- Employee A
  - W-2 wages: \$30,000/year
  - 9.78% of Employee A's W-2 wages: \$2,934
  - 2019 silver plan annual premiums: \$6,300
  - \$6,300 - \$2,934 = \$3,366
- Minimum 2020 reimbursement for ICHRA to be considered affordable coverage for Employee A = \$3,366

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