

Rising premium costs, sudden economic downturn, and unpredictable healthcare expenses make it challenging for employers to find affordable, flexible, and scalable options to provide healthcare coverage for their employees.

Which means that in the world of providing benefit solutions, you have to get creative as you look to meet both the changing needs of your customers and prospects, while continuing to grow your business.

Luckily, when you partner with WEX, you can easily provide the array of solutions your employers need (especially those that are struggling) by simply adding an ICHRA offering to your product lineup.

What is an ICHRA?

An ICHRA (Individual Coverage HRA) allows all businesses, regardless of size, to reimburse or facilitate payment on behalf of employees at a set level for their health insurance, as well as other qualified health care expenses. ICHRAs are also tax-advantaged, exempt from both payroll taxes and income taxes.

An Invaluable, Flexible Solution

During times of economic downturn, ICHRAs are an invaluable solution for both employers and employees.



For Employers

ICHRAs make it easier for employers to continue supporting their employees (with less hassle and more budget predictability).



For Employees

ICHRAs empower employees to personalize their health insurance coverage with the freedom to choose a plan based on their unique needs.

A Growing Opportunity

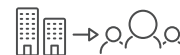
According to US Departments of Health & Human Services, Labor and Treasury estimates, between 2020-2029 approximately:

- 7 million people will shift from group to individual coverage
- 800,000 employers will offer an ICHRA
- 11.4 million employees and family members will purchase insurance coverage using funds from an ICHRA
- 800,000 of the 11.4M will be newly covered.
- 20-30% increase of ICHRAs over the next 10 years

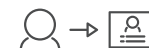
**The stats listed above are an estimation, but provide some insight into the potential growth of ICHRAs.*



How ICHRAs Work



Employers define which employees are eligible and establish reimbursement limits for each class of employee covered.



Employees purchase the individual plans they want and then submit claims for reimbursement.



Employers reimburse all valid claims.

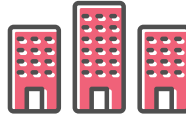
ICHRAs from WEX

From automated attestation and reimbursement to self-service options for employees, WEX simplifies ICHRAs for everyone.



For Partners

Utilize our powerful platform (and optional servicing team) to expertly administer ICHRAs start to finish.



For Employers

Customizable ICHRA offerings to meet the needs of every employer, giving them ultimate flexibility.



For Employees

Easy-to-use solution for employees with access via our mobile app even when they're on-the-go.

Simplifying ICHRAs for Everyone

Our solution accommodates the setup and management of a custom ICHRA offering, collecting the attestation of coverage from , and the facilitation of payment for the premium -- everything partners, employers, and employees need from start to finish.



Offer personalized ICHRAs for every employer, no matter the size or budget.

With WEX Health Cloud, you can offer the flexibility for employers to custom design the benefit with different contribution allowances based on different classes of employees, employee age and family size.



Customize your benefit offerings to meet the needs of your clients (and prospects).

WEX Health Cloud was built to support all account types, including HSA, FSA, HRA, Transit, and new ones as they arise—like the ICHRA. Whether your client benefit offerings are simple or robust, our solution can be easily customized to meet your needs (and the changing demands of the marketplace).



Streamline and simplify your payment + reimbursement solutions.

With WEX Health Cloud, you can offer carrier-direct payments, a debit card, mobile and online claim filing, receipt upload, and automated recurring (i.e, monthly) claims to meet a wide variety of needs in the marketplace... all in one platform.



Manage the administration of every ICHRA plan...without the hassle on your end.

When you choose WEX to service ICHRAs, the administration (reporting, legal plan documents, etc.,) of your ICHRA plans can be handled by WEX or a team of trusted partners. Which means you can spend less time running reports, and more time growing your business.



Leverage robust integration solutions and best-in-class customer service.

With WEX, you get an innovative tech partner with your growth in mind, payment expertise, and industry-leading customer service support (for both you...and your customers).

Simplifying benefits for everyone

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