

Name of Course: Introduction to ICHRAs

CE Requested: 1 hour

Presenter: Scott Davis

Determination of Course Hours

Level:

Target Audience: Health insurance agents/brokers

Course Delivery: Webinar Instruction/Power Point

Overview: General information on what an ICHRA is, how it works and eligibility requirements, along with insights on 2020 enrollments, administration challenges, and a case study from one firm that decided to adopt an ICHRA.

1. What is an ICHRA? - 14 minutes
  - a. History of ICHRA – 5 min
  - b. Traditional model vs. ICHRA model – 4 minutes
  - c. ICHRA is a 401(k)-style benefit – 3.5 minutes
  - d. What CMS is predicting – 1.5 minutes
2. ICHRA Eligibility – 4 minutes
  - a. Rules of eligibility – 1.5 min
  - b. What types of coverage qualify for reimbursement – 1.5 min
  - c. What about affordability and premium tax credits? – 1 min
3. Benefits of an ICHRA – 6.5 minutes
  - a. The benefits to employers – 3.5 min
  - b. The benefits to employees – 3 min
4. ICHRA features and design -20.5 minutes
  - a. Key features of an ICHRA – 4.5 min
  - b. Plan design options – class options – 1.5 min
  - c. Rules surrounding classing out employees – 3 min
  - d. Contribution strategies – 2 min
  - e. Why there is hesitancy in adopting an ICHRA - 1 min
  - f. Groups that are a good fit for an ICHRA – 4 min
  - g. Administration considerations – 4.5 min
5. ICHRA case study review – 5 minutes
6. HRA Council – 2.5 minutes

1<sup>st</sup> is Housekeeping –Don't know if that needs to be on the outline, I'd say NO – 2 minutes