

# HR TREND SURVEY

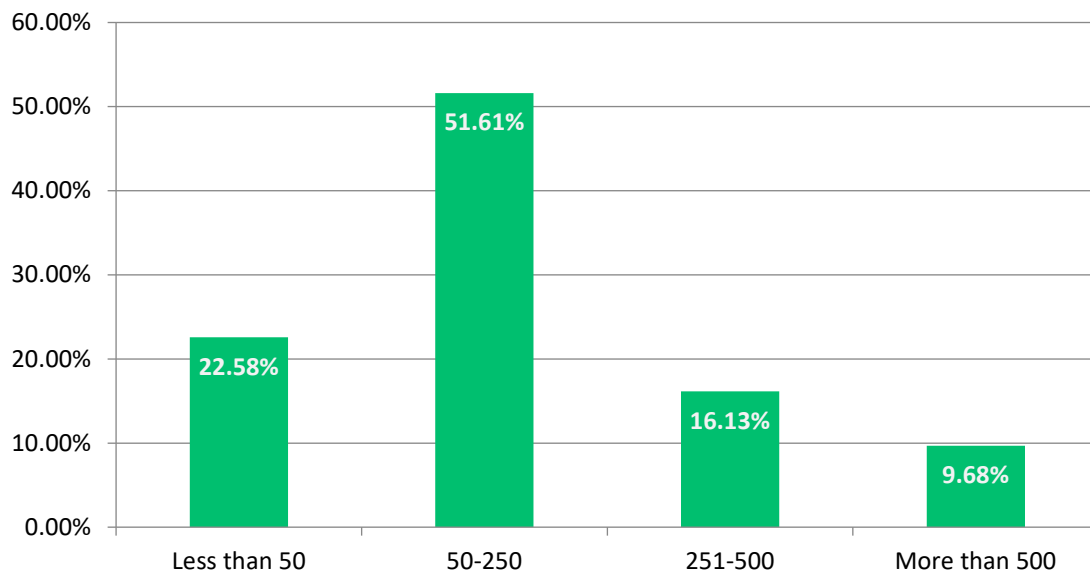


## INDIVIDUAL COVERAGE HEALTH REIMBURSEMENT ACCOUNTS (ICHRA)

93 Participants from Missouri, Illinois, Indiana & Florida

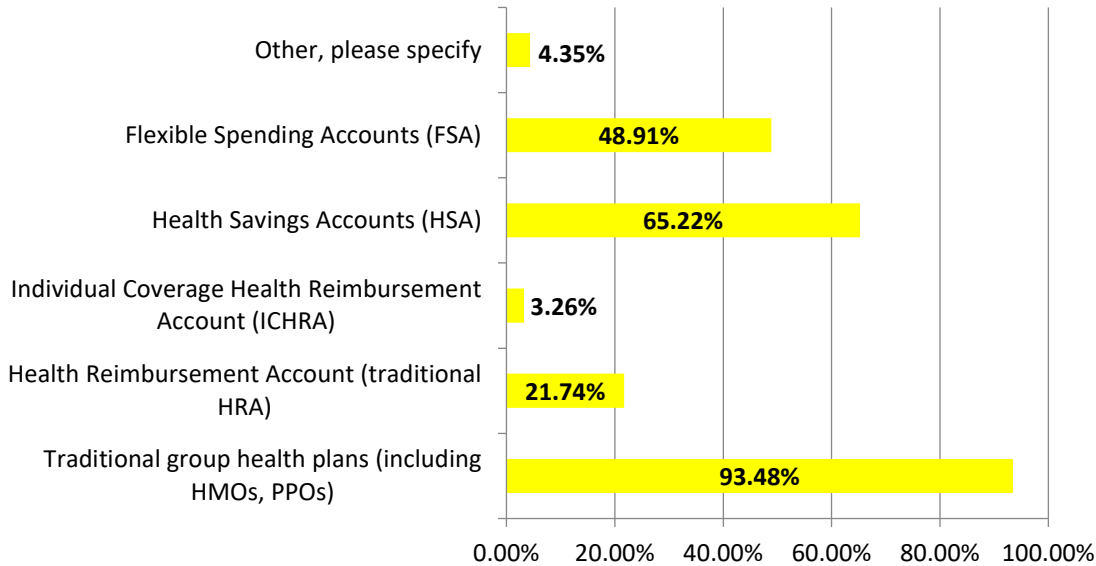
Industry	% Representation
Manufacturing	32%
Non-manufacturing	34%
Non-profit	26%
Government	8%

### Number of Employees



99% of respondents offer health insurance benefits to employees.

## Type of Health Insurance Plan(s) Offered

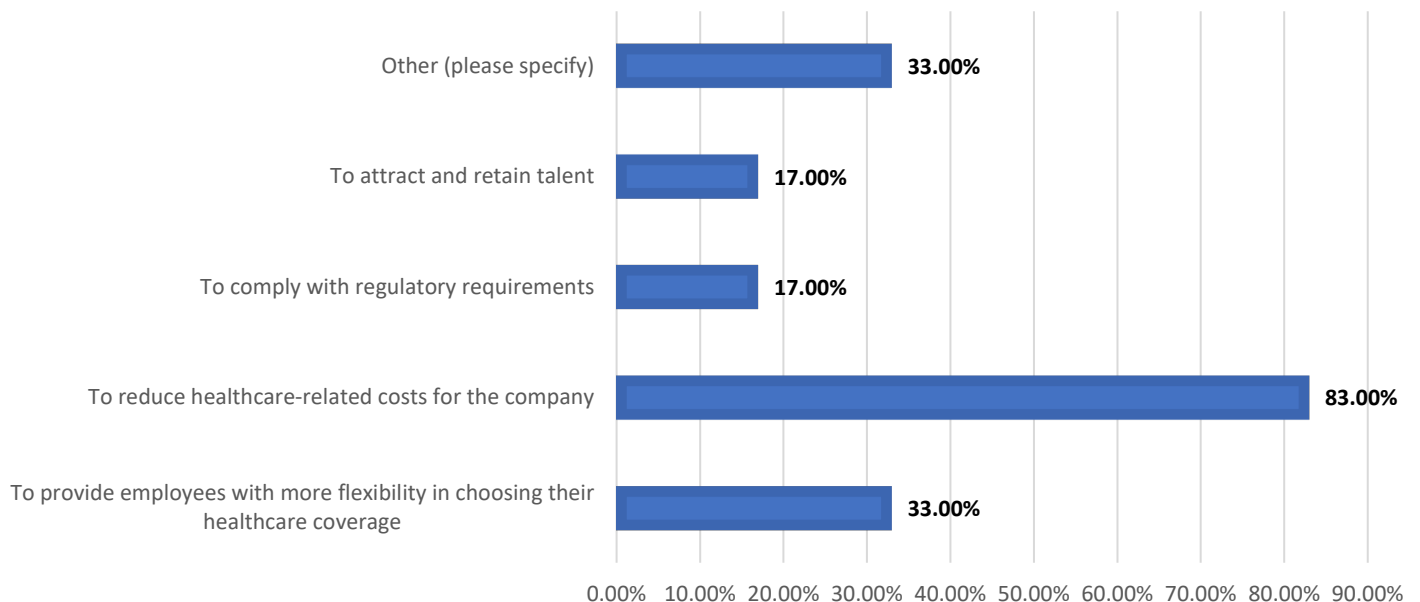


Other plans include GAP plan for HDHP and Health Incentive Accounts.

### Companies Offering an ICHRA:

- 88% do not offer.
- 4% do not offer but are considering.
- 1% has had their ICHRA in place for 6 months-1 year.
- 1% has had their ICHRA in place for 1-2 years.
- 5% have had their ICHRA in place for 2 or more years.

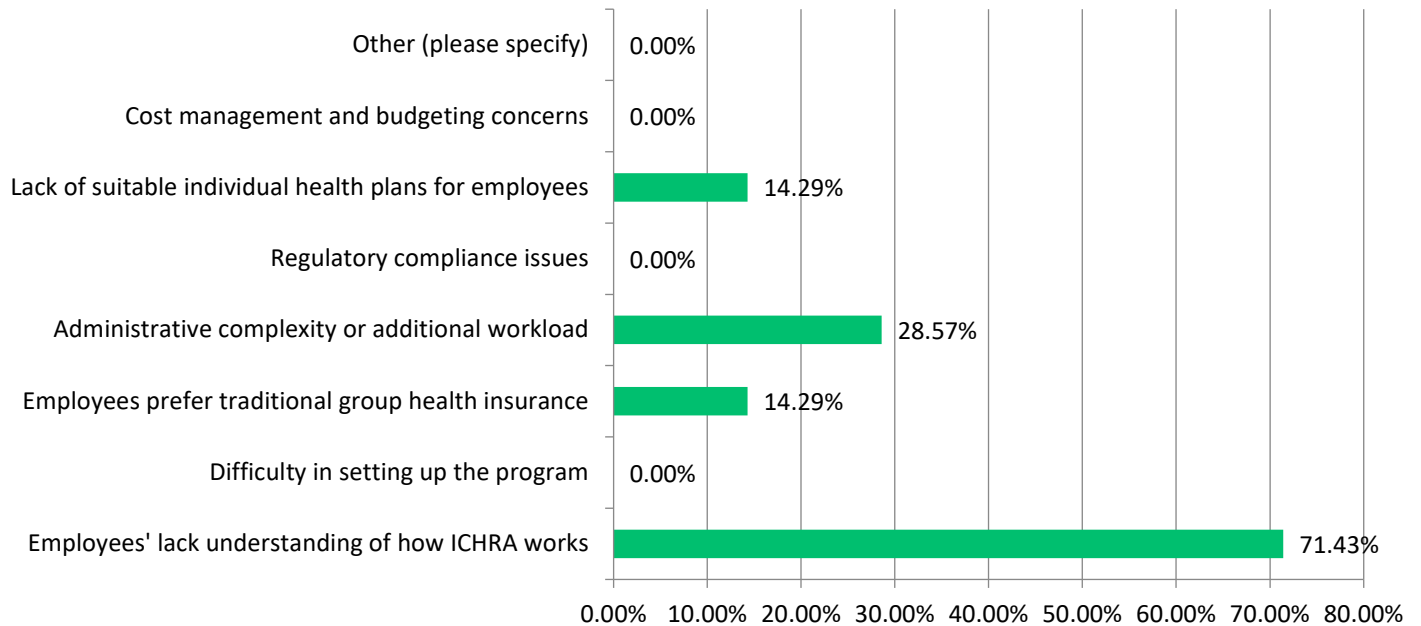
## Reasons for Offering an ICHRA



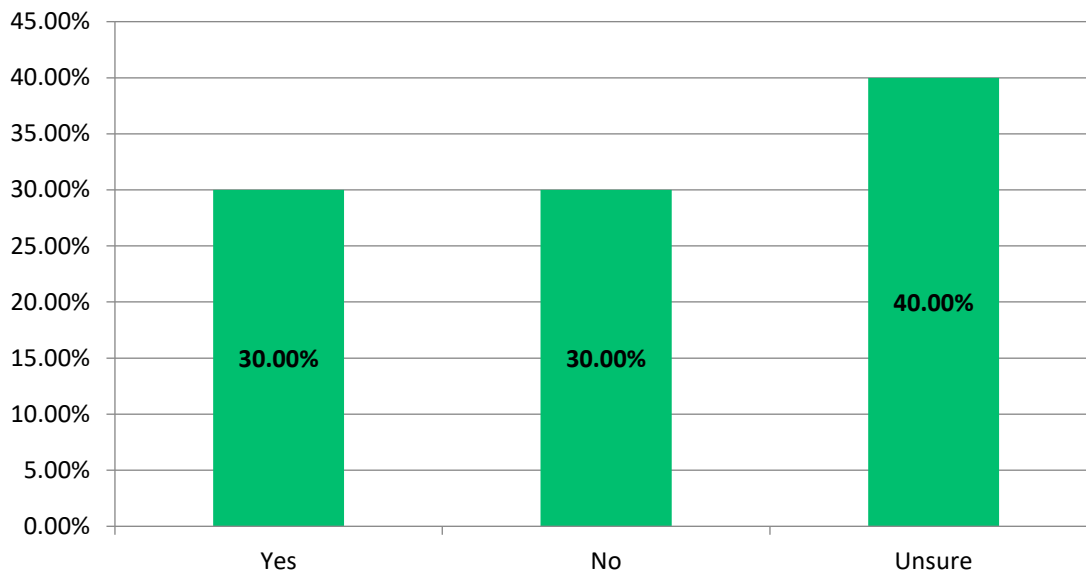
**Other:** Help reduce employee's medical expenses

**33%** of respondents were satisfied with the implementation of their ICHRA while **56%** were neutral and **11%** were dissatisfied.

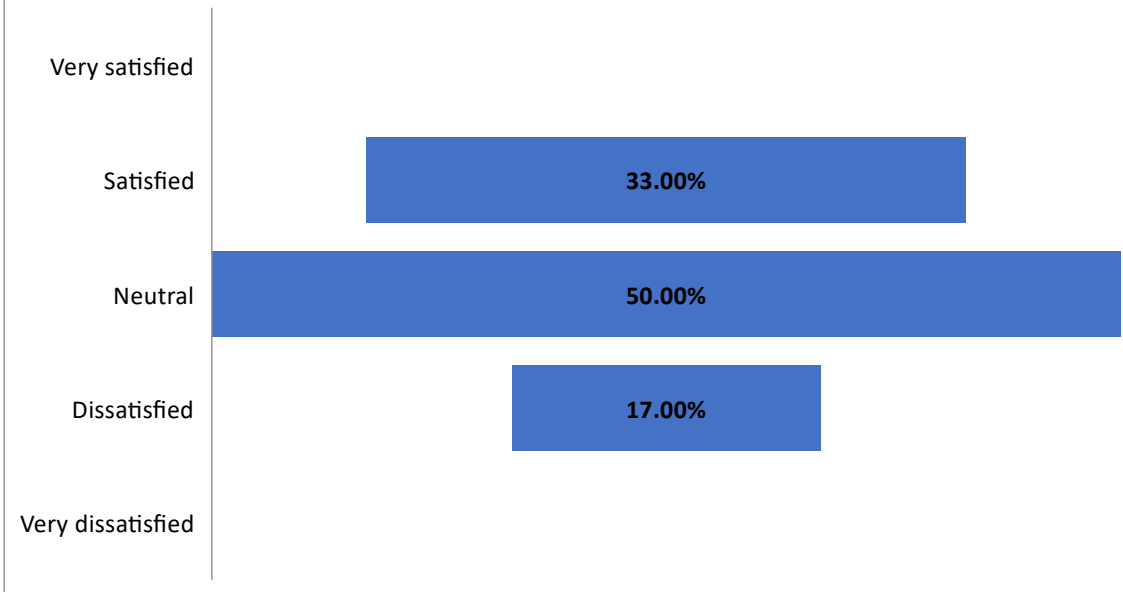
## Challenges to Offering an ICHRA



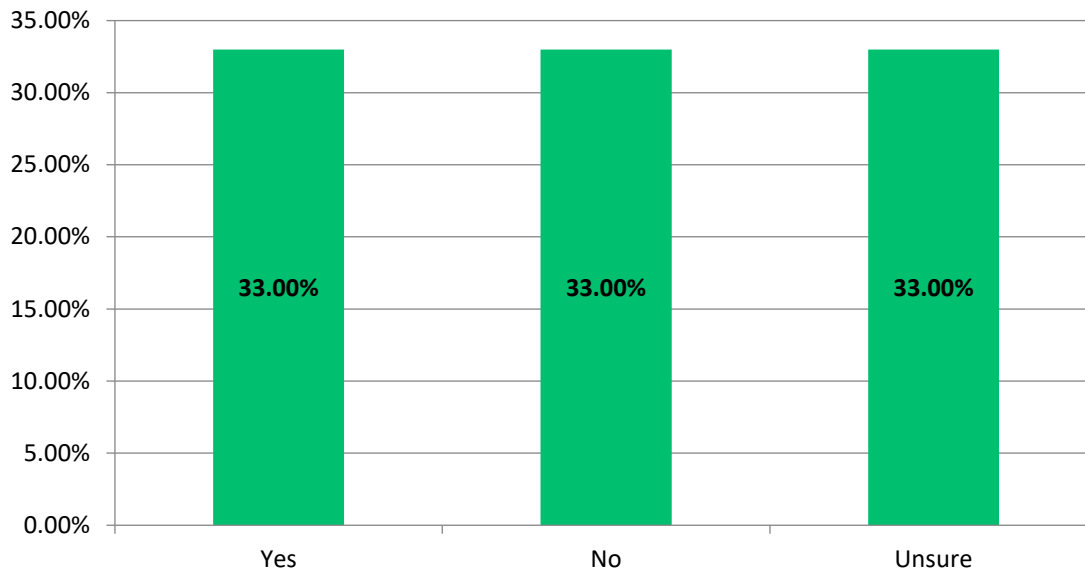
## Cost Savings?



## Employee Satisfaction with ICHRA



## Employee Confusion with ICHRA?



**50%** of respondents provide resources such as guides, one-on-one consultations, webinars, etc. to employees to help them understand the ICHRA.

**50%** of those with ICHRA's plan to continue offering this benefit in the future.

**50%** of those with ICHRA's would recommend it to other employers considering it as a health benefits option.

**1** respondent is actively trying to move away from the ICHRA. Most employees do not understand the benefit and even when they do understand it, they get overwhelmed by everything they have to do to be reimbursed.