



Individual Coverage Health Reimbursement Arrangement (ICHRA) Fee Schedule

Please visit www.benstrat.com/ICHRA for complete information on ICHRAs and our Documents Only and Full Administration services. To move forward with implementation, click on the applicable *Ready To Get Started With Implementation* link located on the web page.

ICHRA Fee Schedule

Plan Installation: \$500.00

- ✓ Section 105 plan document
- ✓ Summary Plan Description (SPD)
- ✓ Implementation
- ✓ ICHRA FAQ handout (this is specific to the reimbursement process only)

Plan Renewal: \$500.00

- ✓ Plan design modifications
- ✓ Amend plan documents and FAQ

Monthly Administration: \$10.00 per Participant per Month
\$200.00 per Month Minimum

- ✓ Claims administration
- ✓ Customer service
- ✓ Account management

Note: 1) The administrative fee is an estimate until the plan design has been finalized. 2) In months where the administrative fees do not exceed the monthly minimum, the monthly minimum will apply. 3.) If the plan allows a run out period for terminated employees, the fee will continue to be billed for terminated participants until the earlier of: Funds in the account are exhausted, the terminated participant's run out period ends, the plan year ends.

Non-Discrimination Testing: \$400.00

- ✓ The IRS requires this plan type to be in a non-discriminatory status. Non-discrimination testing can assist with this. We strongly encourage this testing and can perform it upon request.
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