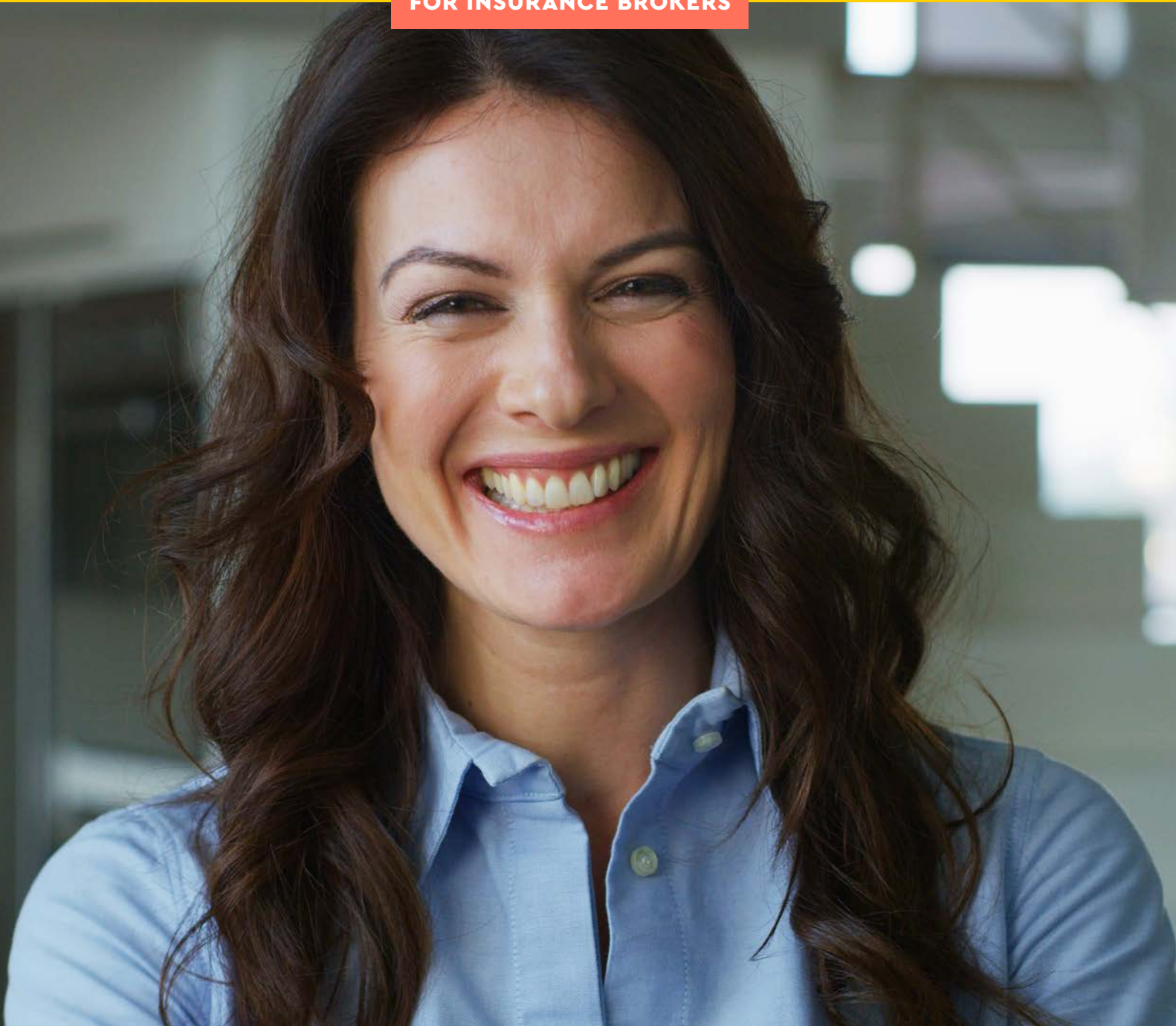


Trovia: A Guide

FOR INSURANCE BROKERS



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Trovia: An ICHRA solution that offers easy and affordable health benefits

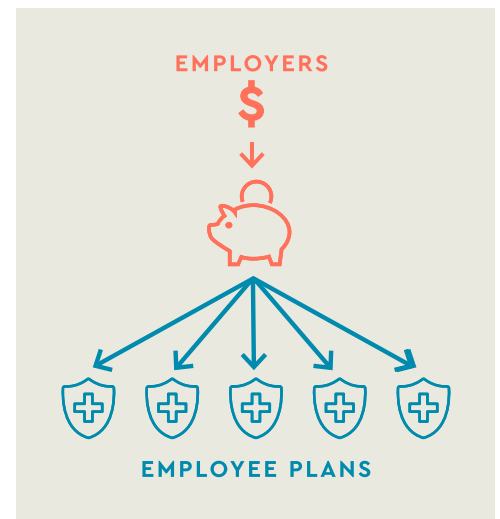
Health care costs are a top concern among Americans, and ever-rising premiums are putting strain on both employers and employees. As of January 2020, new federal regulations allow employers to take advantage of expanded usability of Health Reimbursement Arrangements (HRAs), introducing Individual Coverage Health Reimbursement Arrangements (ICHRA). ICHRAs (pronounced ick-rahhs) are an employer-funded, tax-free health benefit used to reimburse employees for individual health insurance plan premiums. It represents a major shift both in the delivery of health insurance and in its value for employees.

With an ICHRA, employers can create a group health plan using pre-tax dollars to define contribution amounts, confidently setting their health plan budget. They also have more flexibility in overall plan design to better meet the needs of individual employees. An ICHRA has the potential to save employers money through greater cost control compared with a traditional group health insurance plan, and it allows employees the freedom to choose the individual health coverage that best fits their situation. ([Learn more about how an ICHRA works.](#))

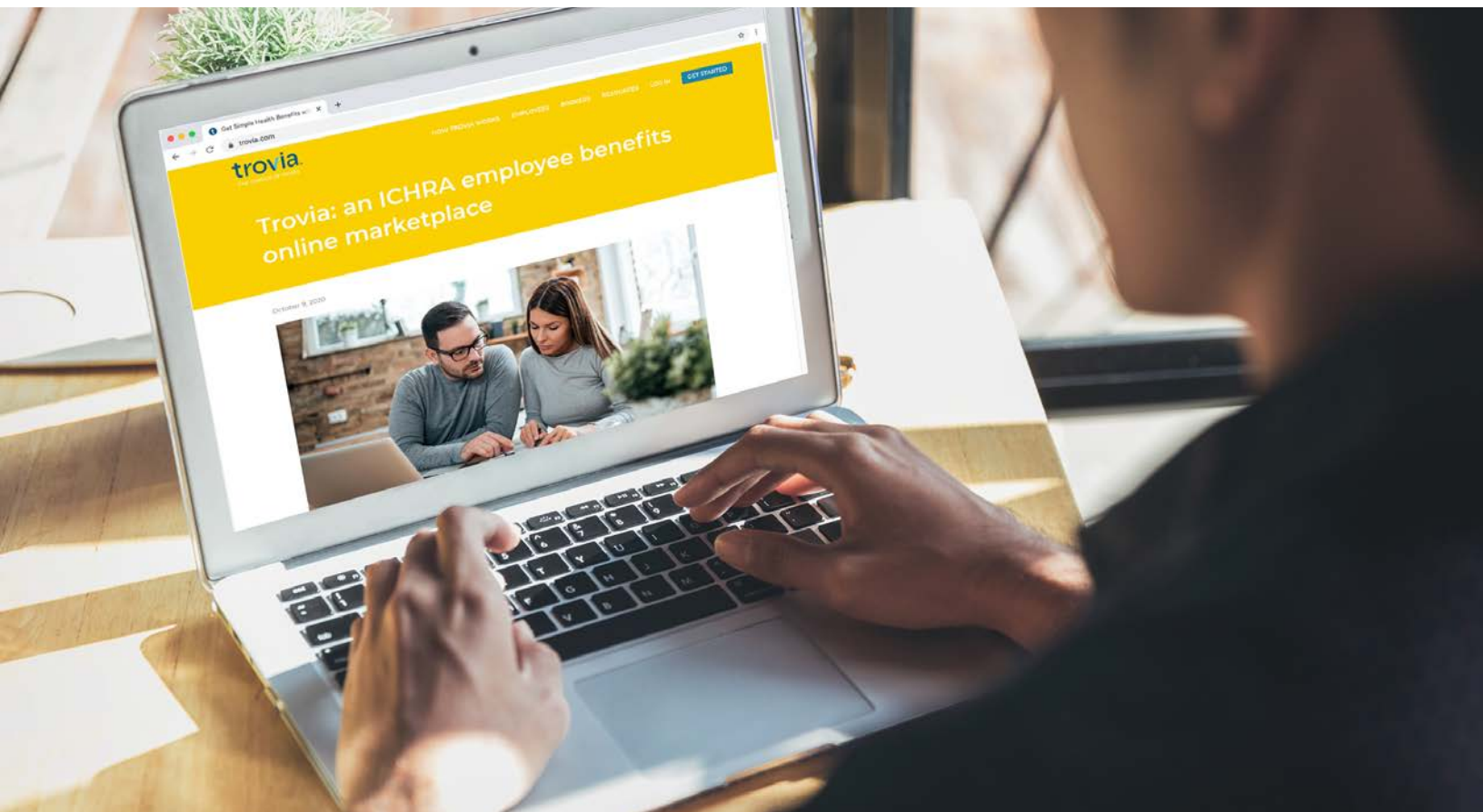
Trovia Employer Benefits

Trovia, an online marketplace for ICHRA offerings powered by Nexben, offers all of the advantages inherent in this new type of group health plan as well as those provided by Nexben's technology platform. ([Learn more about Nexben.](#))

Managing health benefits is complex—from selecting plans, to managing costs, to enrollment, all the way to making carrier payments. Trovia simplifies the entire process for employers, eliminating recurring HR tasks and the paper trail usually required to accomplish these administrative tasks. Trovia's "intelligent portal" allows employers to compare all available benefit plans online (including major medical, dental, vision, disability income and life insurance) and select the options that fit their employee group plan needs. Employees are empowered to self-enroll electronically, taking another administrative task out of the hands of their employers.



In addition to time saved, employers can see an overall cost savings of anywhere between 20–60% after enrolling their employees in Trovia. One reason for the cost savings is because the individual market is driven by rates that aren't affected in the same way group plans are by individuals' (or their families') potential health events. ICHRAs also provide employers the flexibility to set the contribution rates and avoid the annual rate hikes that are often associated with traditional group plans, providing budget control year after year. Adopting a defined contribution approach does not necessarily mean greater cost shifting or changing the benefits offered to employees. Rather, it is an opportunity to show employees exactly how much money is being contributed to the monthly health insurance premiums and that they have the choice in how to best spend it, driving costs savings for both employers and employees.



Trovia is open to employers with two or more employees. There are no participation requirements to meet; an employer cannot be denied by an insurance carrier because of low employee enrollment. There are also no minimum or maximum contribution requirements with an ICHRA: the contribution can be as little or as much as the employer wants it to be. Different contribution allowances may also be offered to different employee classes. Additionally, when properly structured, an ICHRA can help employers avoid both the large "A" penalty (in 2021 that's \$2,700 per employee after the first 30 employees), and the smaller "B" penalty for "affordability".

Trovia manages payments just like other traditional group health plans. Employers receive one monthly consolidated bill for all employee plans, withhold the employee portion from their pay, and make one pre-tax payment to each carrier for all employees. Trovia also takes care of collecting and then directing premium payments to each carrier.

Trovia Employee Benefits

Trovia opens the doors to all available health plans, allowing employees the opportunity to shop for coverage that's tailored to their specific needs. Trovia's online process for comparing and selecting coverage and enrolling online as an employee is just as easy as it is for employers. It also provides a tax advantage, because the employer reimbursements don't count toward their taxable wages and the employee's portion of any premium balance due are payroll deducted on a pre-tax basis. Another benefit is that individual health coverage is portable, if an employee leaves the company, they can take their insurance coverage with them.

A simple metaphor is to think of Trovia's ICHRA as a 401(k), while a traditional group plan is more like a pension. 401(k)s are tailored to what the employee wants to contribute, and the options they want in their portfolio. With a pension, on the other hand, employers choose securities for them.

Here's how Trovia works from an employee's perspective:

- Employees access a consumer friendly, personalized benefit portal to shop and compare all available individual health plans
- Employees select a plan and complete the online enrollment process using eSignature protocol
- The employer contributions are applied directly to the monthly insurance premiums of the plan selected by the employee
- The remaining premium balance due is taken care of via pre-tax payroll deduction with no reimbursement submission required

Trovia provides an exciting glimpse into the future of health insurance benefits, while existing as a very real solution today. Traditionally, in the group insurance market model (sometimes referred to as a defined benefit approach), employers select a one-size-fits-most group plan and employees are limited to the options their employer chooses. Because ICHRAs are centered on a reimbursement model (sometimes referred to as a defined contribution approach), Trovia gives employers greater control over costs and provides the freedom of choice to employees.

[Download our guide to learn more about ICHRA here.](#)

Everything you need to know about Trovia

FOR INSURANCE BROKERS

TROVIA BY THE NUMBERS*

\$510,815

saved by one large group employer that adopted Trovia

30-40%

average cost savings for a company whose employees enrolled with Trovia

4.92/5

average employee enrollment satisfaction rating

75%*

reduction in time spent generating quotes

50

the number of states Trovia is available in

HELP YOUR CLIENTS GAIN GREATER COST CONTROL



Set the contribution allowance to keep costs under control and predictable year-after-year

Keep the market competitive and help drive down industry costs

Promote high employee-retention rates by offering clients competitive benefits packages

Onboard new agents and clients with user-friendly administrative tools

Free up brokers' time spent researching and comparing plans

Easily create and convert proposals into paperless enrollments within the end-to-end platform



MAKE IT EASY FOR YOUR AGENCY

PROMOTE TRANSPARENCY AND FLEXIBILITY



Generate multi-carrier comparisons and quotes between Small Group and ICHRA health plans

Partner with clients to run any combination of carrier products, plan types and contribution strategies, changing the combinations in real-time

Give employees the power to shop for benefits, get expert advice and enroll directly within the platform using eSignature

* Based on results from active Nexben and Trovia users, 2020.

FAQs from brokers about Trovia

Q: Is Trovia available in all geographical markets today?

A: Yes, Trovia is available in all markets across the United States.

Q: What employers are able to offer ICHRAs?

A: ICHRAs have changed the landscape, opening the doors to businesses that were previously unable to offer an HRA. Employers of all sizes may offer an ICHRA. In addition, any employer with two or more employees can access Trovia.

Q: What groups and industries typically use ICHRAs?

A: ICHRAs are a good fit for the following:

- Small Groups (<50)
- Groups with 50–500 employees with higher claims and/or higher rates
- Groups with participation issues
- Groups with contribution concerns
- Associations, co-ops, franchises, etc.
- Industries such as hospitality, entertainment, seasonal, high-turnover, etc.

Q: Can a company offer an ICHRA to one group of employees, and a traditional group plan to other employees?

A: Yes, they can accomplish this by dividing the employees into classes. There are 11 different classes of employees (e.g. full-time, part-time, geographic, salaried, non-salaried). Employees in the same class can only be offered a traditional group plan or an ICHRA—not both in the same year.

When an employer offers an ICHRA, it must be offered on the same terms to all individuals in a class of employees although the amounts may be increased for workers who are older or have dependents.

Q: How does the ICHRA Special Enrollment Period work?

A: Generally individuals enroll in or change their individual health insurance during the annual Open Enrollment which runs from November 1 to December 15. Outside of Open Enrollment, individuals need a qualifying life event (e.g. marriage, divorce, job change, moving or having a baby) to trigger a Special Enrollment Period.

- Now, employers offering an ICHRA will trigger a Special Enrollment Period for employees, providing the employee 60 days to purchase qualified health insurance coverage. The triggering event is the first date the employee is able to participate in the ICHRA. Note: Employers may also set up an ICHRA any time during the year.

Q: Are there specific participation Notice Requirements that must be sent to employees when offering an ICHRA?

A: Employers offering an ICHRA must provide written notice to each participant at least 90 calendar days before the beginning of each plan year, with two exceptions.

There is NOT a 90-day notice requirement for:

1. Employees who becomes eligible during the plan year, or later than 90 days before the start of the plan year (such as newly hired employees). Notice must be given no later than the date on which their coverage under the ICHRA can begin.
2. Employers adopting an ICHRA, for the first time, less than 120 days before for the beginning of the plan year. Notice must be given no later than the date on which the ICHRA first takes effect for any eligible employee.

Q: How does the payment piece of Trovia work?

A: Trovia manages payments just like other group health plans. Employee contributions are automatically payroll deducted on a pre-tax-basis and combined with the employers' pre-tax contribution. Employers receive one monthly consolidated bill for all employee plans and make one payment for all employees. Trovia takes care of directing the funds to each carrier.

Q: If an employee's employment is terminated and/or they are no longer eligible for the ICHRA, how do they retain their individual health insurance coverage?

A: The employee must contact the carrier to change the billing address. The employee will be responsible for paying premiums directly to the carrier. Also, should the employee choose to terminate the coverage, they will need to contact the carrier directly.



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