

Use of the qualified small employer health reimbursement arrangement in 2017

Small businesses used personalized benefits like the QSEHRA to better control their benefits budget.

Group benefits

\$900.08
monthly

for family coverage

Personalized health benefits

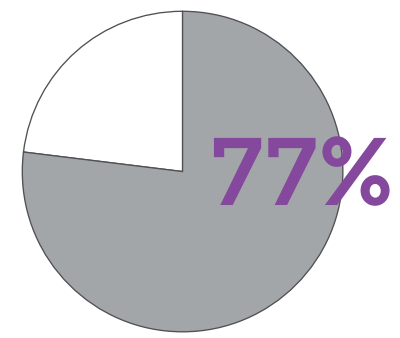
\$476.56
monthly

for family coverage

47% savings

Small businesses that offered a group health insurance policy spent an average \$900.08 per employee per month for family coverage. Those businesses that offered a QSEHRA spent less. These businesses committed to paying up to an average \$476.56 per month per employee with a family through a QSEHRA. That's a cost difference of 47 percent compared to group.

Employees received significant value from the QSEHRA.



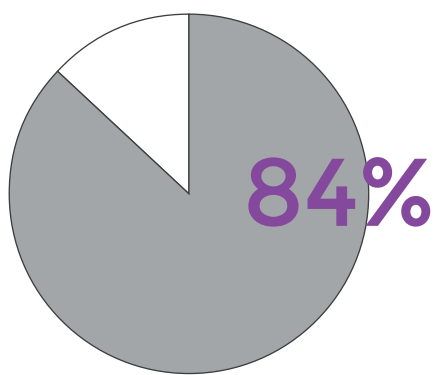
Though not everyone eligible for a QSEHRA used it, those who did collected an average of 77 percent of their total allowance. More than half of eligible employees who used their QSEHRA allowance in 2017 used all of it.

When they had higher personalized benefits allowances,



employees bought policies with better coverage.

Employees primarily used the QSEHRA to pay for individual insurance policies.



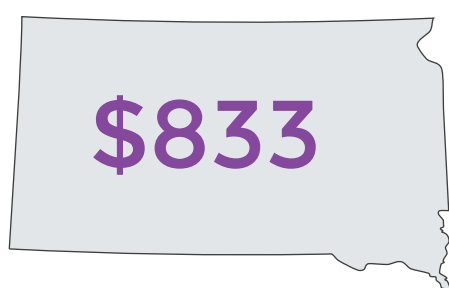
Among employees who submitted at least one premium expense, the premium costs claimed an average 84 percent of their allowance.



Employees used their QSEHRA on behalf of their entire family.

Employees with a family were more likely to submit nonpremium expenses for reimbursement than were self-only employees.

The states with the highest allowances were South Dakota, West Virginia, and Connecticut.



\$638



At the lower end of the spectrum are Iowa (\$166.67), Oklahoma (\$180.36), and Idaho (\$208.96).

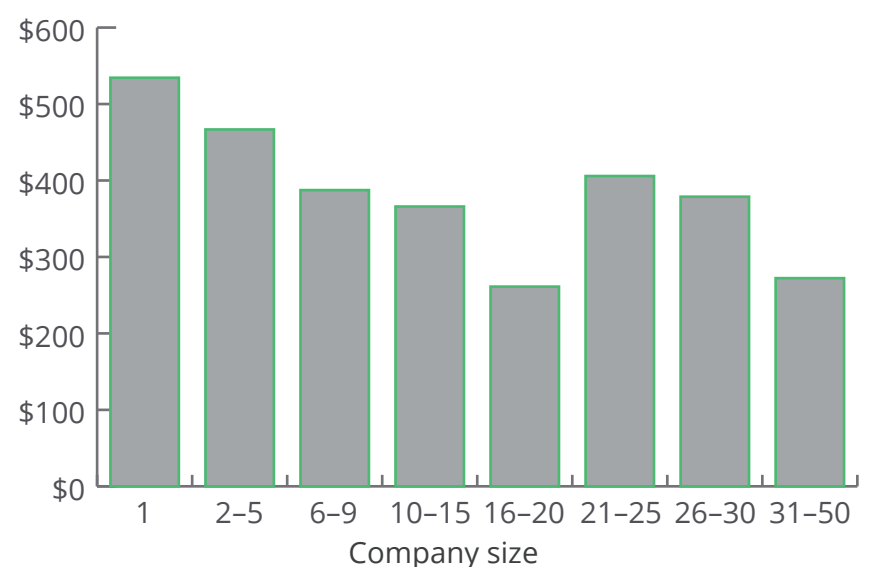
\$1,549.14

nonpremium expenses for employees with a family

\$787.33

nonpremium expenses for self-only employees

Smaller businesses offered larger allowances.



For more details, see the PeopleKeep report, **The QSEHRA: Annual Report 2018**