

Theatre Workshop of Nantucket
Employee Health Insurance Policy Statement
(Adopted by the Board of Trustees, February 25, 2022)

Theatre Workshop of Nantucket (“TWN”) will provide a healthcare insurance benefit to eligible employees through a state mandated program known as ICHRA (Individual Coverage Health Reimbursement Arrangement).

An ICHRA is a framework for businesses to provide customized, tax-free healthcare benefits to employees. TWN’s ICHRA will reimburse employees for a portion of their healthcare premiums. Eligible employees must submit claims and documentation of their premium payments for reimbursement. The plan year is January 1 through December 31, except in the case of the need for a shortened plan year.

Eligibility requirements and monthly allowances have been determined by TWN and in accordance with state guidelines during the execution of the ICHRA. Reimbursements commence for qualified new employees after a 90-day waiting period.

An employee must have a qualifying health coverage plan to be eligible.

The participant must be a full-time employee (working a minimum of 40 hours per week). Ineligible classes of employees include part-time and seasonal salaried and non-salaried persons. Former or retired employees are not eligible.

Other plan provisions include a maximum annual benefit that is equal to the annualized value of the employee’s ICHRA allowances.

Upon termination of employment, employee forfeits continued participation.

The Plan will be administered by TWN’s Executive Director.