

Summit Industries

Individual Coverage HRA — Offer Notice

August 4, 2026

Marcus Johnson

Re: Your Individual Coverage HRA (ICHRA) Offer

Dear Marcus Johnson,

We are pleased to offer you an Individual Coverage Health Reimbursement Arrangement (ICHRA) for the 2026 plan year. Under this arrangement, Summit Industries will reimburse you up to \$196 toward the cost of an individual health insurance plan that you select and enroll in.

Because you have been offered an ICHRA, you qualify for a Special Enrollment Period to enroll in an individual health insurance plan. Your ICHRA coverage is scheduled to take effect on September 1, 2026.

Employee	Marcus Johnson
Monthly allowance	\$196 / month
Coverage effective date	September 1, 2026
Plan year	2026
Offer date	August 4, 2026

Use this notice to verify your enrollment

This notice confirms the date you were offered an ICHRA and may be used as documentation to verify your eligibility for a Special Enrollment Period when you enroll in coverage.

Sincerely,

Benefits Administration

Summit Industries