

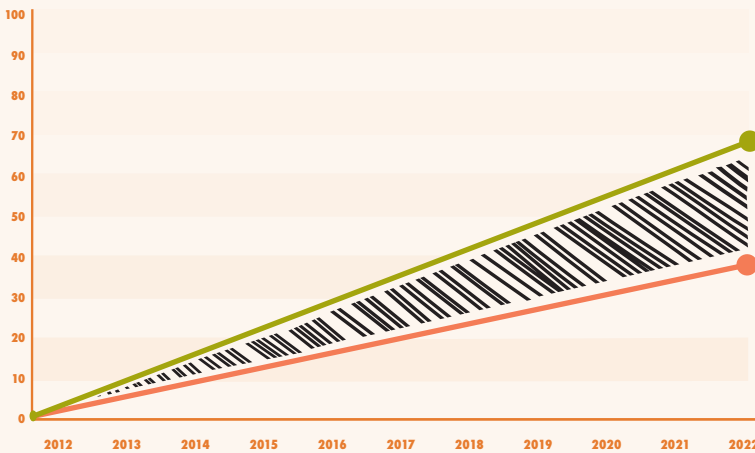
Is Self-Funding the Answer to the Rising Cost of Health Care Benefits?

A robust benefits package can strengthen the employee experience — and support efforts to attract and retain top talent. Here’s how self-funding can help organizations offer enhanced health and wellness benefits while managing health care spend. **Looking for more than the status quo? You found it.**

? The Problem

Cost Sharing Outpaces Wages

Individual Worker Contribution and Wage Increases, 2012–2022



Overall Cost Share:
+68%

Average Hourly Earning:
+37%

Kaiser/HRET Survey of Employer-Sponsored Health Benefits, 2022 Bureau of Labor Statistics



The Solution

Customization, Strategic Cost Management, and Elevated Service

91% of employers

added flexible work arrangements and 53% added mental health programs to their compensation package in 2021. In addition, 44% of employers added or increased time off (PTO and/or sick time) and wellness programs, emphasizing the importance of these benefits in retaining talent.

Understanding employee needs and preferences will help employers make investments that can achieve a better balance between benefits, compensation and flexibility (total rewards), enabling them to support employees and attract talent.

PwC Health and Well-being Touchstone Survey results April 2021

✕ Unpacking Misconceptions About Self-Funding



MISCONCEPTION:

Unpredictable Claim Costs

REALITY: In a self-funded arrangement, stop-loss insurance provides protection against catastrophic or unpredictable losses.



MISCONCEPTION:

Only for Large Companies

REALITY: Companies both large and small have seen significant savings through self-funded benefit plans.



MISCONCEPTION:

Increased Administrative Burden

REALITY: With the right benefit plan partner, you get a team of experienced professionals with a background in self-funding that act as an extension of your HR department and perform consultative plan management.



MISCONCEPTION:

Inconsistent Cash Flow

REALITY: A self-funded arrangement allows employers to pay only for claims incurred and build reserves during months with lower-than-expected claim costs.

Why Nova?

Nova is an innovative health plan solutions company that out-thinks the competition — we use flexibility and creativity to improve holistic health plan performance and build a better experience.

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Discover the benefits of self-funded health plans.

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