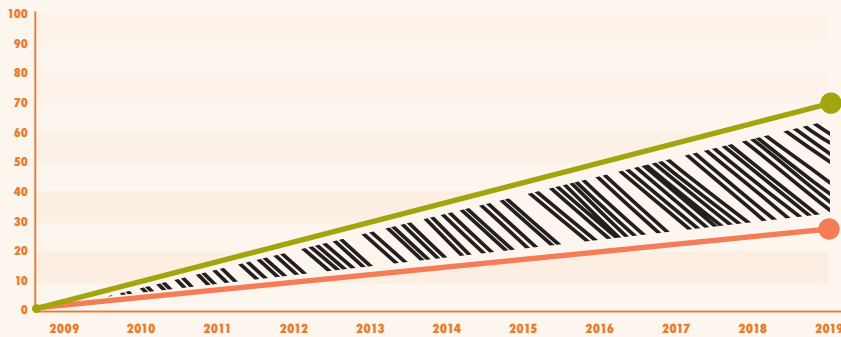


A robust benefits package can strengthen the employee experience — and support efforts to attract and retain top talent. Here’s how self-funding can help organizations offer enhanced health and wellness benefits while managing health care spend. **Looking for more than the status quo? You found it.**

? The Problem

Cost Sharing Outpaces Wages

Individual Worker Contribution and Wage Increases, 2009-2019



Overall Cost Share:
+71%

Average Hourly Earning:
+27%

Kaiser/HRET Survey of Employer-Sponsored Health Benefits, 2019 Bureau of Labor Statistics

💡 The Solution

Customization, Strategic Cost Management, and Elevated Service

31% of employers

say compensation relative to market is the #1 factor attracting talent. Health and wellness benefits are also frequently cited in the top five factors attracting talent. About half of employers indicate that they are pursuing offering richer benefits packages or higher compensation in order to retain talent.

PwC Health and Well-being Touchstone Survey results June 2019

⊗ 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.

Discover the benefits of self-funded health plans.

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