

# Cost-Plus Group Benefits

Flexible · Transparent · Built for Your Team



A cost-plus plan lets Canadian employers pay only the actual cost of claims plus a flat admin fee – no hidden premiums, no insurer markups, full transparency.

Part 1 of 2 — Overview & Process

## OUR PROCESS

### How It Works

- 01 Needs Assessment**  
We analyse your workforce demographics, existing coverage, and budget to define your ideal employee benefits structure.
- 02 Customized Plan Design**  
We build a tailored package – health, dental, vision, life, and disability – fully aligned to your business goals.
- 03 Competitive Carrier Bidding**  
We leverage our network of top Canadian insurance carriers to secure the most competitive administration rates for your plan.
- 04 Transparent Pricing**  
No hidden fees. No commissions. You see exactly what you're paying and why – full cost transparency from day one.
- 05 Ongoing Optimization**  
We continuously monitor claims data and plan performance, making proactive adjustments to keep your plan efficient year over year.

## OUR SERVICES

### How Nova Star Helps You

- **Employee Needs Assessment**  
We identify coverage gaps, employee preferences, and utilization trends across your entire workforce to build a strong foundation.
- **Plan Design & Implementation**  
We build and launch a cost-plus benefits plan precisely tailored to your industry, workforce size, and organizational goals.
- **Insurance Carrier Selection**  
We compare Canada's leading carriers on price, claims processing efficiency, and service levels to find your best fit.
- **Benefits Administration Support**  
We handle enrolment, member changes, and ongoing carrier communications – so your HR team can focus on what matters most.
- **Annual Review & Optimization**  
We analyse claims experience year over year, proactively adjusting your plan to reduce costs and improve employee satisfaction.

## Ready to invest in your workforce?

Contact Nova Star Insurance Consultants for a complimentary needs assessment.

# Frequently Asked Questions

Everything you need to know about cost-plus group benefits



Part 2 of 2 — FAQ & Next Steps

## COMMON QUESTIONS

### Your Questions Answered

---

#### Q. What exactly is a cost-plus group benefits plan?

It's an employee benefits arrangement where you pay the actual cost of health and dental claims plus a flat administration fee — rather than a fixed premium. This gives you full visibility into every dollar spent on employee benefits.

#### Q. How is cost-plus different from traditional group insurance?

Traditional group insurance bundles in insurer profit margins, risk loading, and pooling adjustments into a fixed premium. With cost-plus, those markups are removed entirely. Healthy groups almost always spend less, and all employers gain complete pricing transparency.

#### Q. Is cost-plus right for small businesses in Canada?

Yes — cost-plus plans work well for small and mid-sized Canadian businesses. They eliminate unpredictable annual premium increases and employee benefits paid through a cost-plus plan are generally a fully deductible business expense. Nova Star will assess whether a pure cost-plus or hybrid model best fits your size and risk profile.

## COMMON QUESTIONS (CONTINUED)

### Getting Started

---

#### Q. What types of coverage can be included?

Cost-plus plans can cover the full range of employee benefits: extended health care, prescription drugs, dental, vision, paramedical services, mental health support, employee assistance programs (EAP), life insurance, and short- and long-term disability.

#### Q. How long does it take to set up a plan?

Most cost-plus plans can be designed, carrier-selected, and launched within four to six weeks. Nova Star manages the entire process — from initial needs assessment through to employee enrolment — so the transition is seamless for your team.

#### Q. What ongoing support does Nova Star provide?

We don't disappear after launch. Nova Star provides continuous plan monitoring, annual claims reviews, renewal negotiations, employee enrolment support, and strategic recommendations to ensure your plan stays competitive and cost-efficient every year.

## Ready to invest in your workforce?

Contact Nova Star Insurance Consultants for a complimentary needs assessment.