

# Talent Retention

Retaining talents in today's competitive business environment is one of the key challenges faced by employers. What if there is a way to strengthen employee loyalty by insuring your key executives while paying their bonuses in the form of premiums for an insurance policy?

## Benefits for the Employer

- ◆ Help you recruit and retain executives by offering more attractive remuneration packages.
- ◆ Provide unique and tailored benefits for your selected key executives, on top of regular remuneration.

## Benefits for the Selected Executives

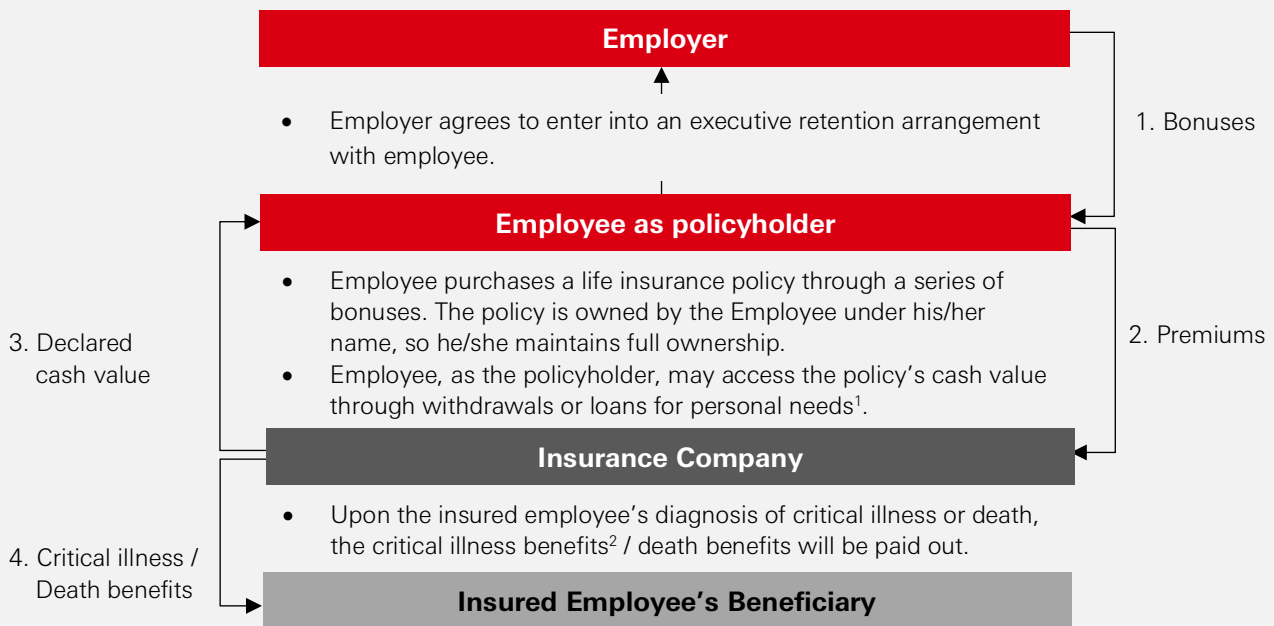
- ◆ Lower the costs of having life insurance protection when compared to purchasing the same policy at own expense
  - Receive bonus as the form of insurance premiums.
- ◆ Potential cash value accumulation
  - Many life insurance policies provide long-term life protection and saving elements.
- ◆ Beneficiary designation
  - Proceeds from death or critical illness benefits will be paid to the beneficiaries appointed by the key executive.
- ◆ Better planning for retirement and personal needs
  - Cash value of the policy can be accessed for retirement or other financial needs<sup>1</sup>.
- ◆ Life insurance plans with flexible features
  - Some insurance plans may come with guaranteed annuity payments and retirement bonuses.
  - Choose from annuity payment options either to enjoy a stream of regular annuity income in the future or access the lump-sum annuity immediately.

<sup>1</sup> Any partial surrender, policy loan and accrued loan interest may reduce the cash value and death benefit of the policy. Such transactions may cause the policy to lapse or be terminated, subject to the terms and conditions in the policy document. Policyholders are not encouraged to surrender and/or incur policy loan during the premium payment term of the policy.

The product features stated above could be from more than one individual life insurance plan. Please note that insurance product features vary among different plans and are subject to underwriting approval. Please refer to the Product Brochure of the relevant insurance plan for more details. It is recommended that you seek advice from our Insurance Sales Managers if you are looking for any specific product feature.

## How does it work?

The information shown below is intended as a hypothetical case, it is a general summary and for illustration purpose only.



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<sup>2</sup> It only applies to insurance plans with critical illness benefit.

## What's next?

For more information about our talent retention solution, please visit any HSBC Business Banking Centre, call 2748 8238 or speak with your Relationship Manager for referral to an Insurance Sales Manager.

## Important Notes:

- All life insurance products are underwritten by HSBC Life (International) Limited (incorporated in Bermuda with limited liability). Policyholder is subject to the credit risk of HSBC Life (International) Limited. If the policyholder discontinues and / or surrenders the insurance plan in the early policy years, the amount of the benefit he / she will get back may be considerably less than the amount of the premium he / she has paid. Any insurance products mentioned in this document are not equivalent to any bank deposit or savings.
- HSBC Life (International) Limited is incorporated in Bermuda with limited liability, and is one of the HSBC Group's insurance underwriting subsidiaries. HSBC Life (International) Limited is authorised and regulated by the Insurance Authority (IA) of the Hong Kong SAR to carry on long-term insurance business in the Hong Kong SAR.
- The Hongkong and Shanghai Banking Corporation Limited ("HSBC") is an insurance agency authorised by HSBC Life (International) Limited.
- The information shown in this document is for reference only and shall not constitute any recommendation or advice to any person or prospective customer. You may consider to seek independent professional advice on talent retention. The information in this document is not a substitute for professional advice. You should not make any decision or act solely on the basis of any information provided in this document without seeking specific professional advice.
- The policyholder is subject to the credit risk of HSBC Life (International) Limited. Your premiums paid will form part of the assets of HSBC Life (International) Limited. You do not have any rights or ownership over any of those assets. Your recourse is against HSBC Life (International) Limited only.
- In respect of an eligible dispute (as defined in the Terms of Reference for the Financial Dispute Resolution Centre in relation to the Financial Dispute Resolution Scheme) arising between HSBC and you out of the selling process or processing of the related transaction, HSBC is required to enter into a Financial Dispute Resolution Scheme process with you; however, any dispute over the contractual terms of the above insurance products should be resolved between HSBC Life (International) Limited and you directly.
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