



Executive Benefit Retention Strategy

Medical Institutions have multiple factors to consider when it comes to benefiting their employees. We can help.

Nonprofit or For-profit, we can tailor a solution to fit your needs:

- Medical institutions today are facing a lot of challenges when it comes to recruiting, retaining, and retiring their staff. Keeping in mind that case is unique, we have the experience and knowledge to work with each institution and develop a plan that fits their needs. Our goal is to create a cost effective strategy that allows each medical institution to maintain their strong team of individuals. Let us assist you in creating a financially sound and beneficial solution.

Our objective is to meet your needs:

- To create a program where the medical institution can be highly selective regarding which executives are covered. Life insurance funding arrangements can be an effective strategy for attracting and retaining valuable key executives.
- To help ensure that the medical institution implements the most cost effective plan possible.
- To create plans tailored to the individual needs of each medical institution.

Possible solutions for the nonprofit medical institution:

- **Collateral Assignment Split-Dollar Life Insurance** is an effective strategy for attracting and retaining valuable key executives. The medical institution is reimbursed for premiums loaned with interest at the times and on the terms that are specified in the underlying split-dollar agreement.
- **Section 162 Bonus Plan** is personal life insurance funded by the medical institution. An arrangement is made where the medical institution pays bonus compensation to selected employees in the form of premium payments on the employee's personally owned life insurance policies.
- **457(f) Plans** comprise of an agreement between the medical institution and the employee to pay income in the future. This income can be tax deferred.

Possible solutions for the for-profit medical institution:

- **Collateral Assignment Split-Dollar Life Insurance** is an effective strategy for attracting and retaining valuable key executives. The medical institution is reimbursed for premiums loaned with interest at the times and on the terms that are specified in the underlying split-dollar agreement.
- **Section 162 Bonus Plan** is personal life insurance funded by the medical institution. An arrangement is made where the medical institution pays bonus compensation to selected employees in the form of premium payments on the employee's personally owned life insurance policies.
- **Bank Owned Life Insurance (BOLI)** is a cost efficient way for medical institutions to offset the costs related to employee benefits.
- **Corporate Owned Life Insurance (COLI)** is a life insurance policy that the medical institution takes out on its employees. This can help offset the high costs relating to insurance and employee benefits.

Contact us for a complimentary review.

For more information, contact:

John C. Swenson

Financial Services Professional

swensonj@ft.newyorklife.com

(606) 240-9500

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