

We Have a Unique Approach
to Serving the Global Employee—



YOURS.



INNOVATIVE SOLUTIONS, DEDICATED SERVICE AND ONGOING SATISFACTION



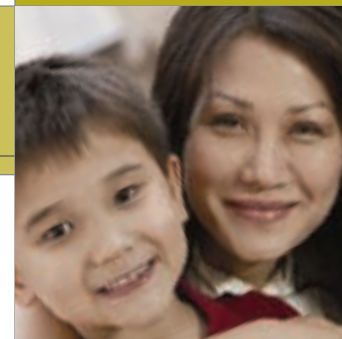
Choosing the perfect human resource partner for your organization can be tricky. You need a firm that can tailor a benefits package that aligns with your budget amidst a compensation landscape where costs continue to rise. At the same time, you want to meet the needs of your employees with plans that foster retention and supports recruiting. You need a firm that can seamlessly integrate onboarding, compliance, payroll, benefits, and retirement programs with other HR functions.

By specializing in the design and delivery of comprehensive H.R. & benefit solutions, tailored to your complex needs, Hanna Global Solutions offers the best of both worlds.

With 30 years of industry experience, our success derives from an all-inclusive partnership approach that focuses on nurturing long-term relationships with our clients above all else. We know you have a lot on your plate, with diverse objectives to meet and multiple audiences to satisfy. That's why we make it our business to understand your needs, challenges, and goals through a highly collaborative process. This is the foundation for an H.R. and benefits solution that's uniquely yours—backed by the personal attention of Hanna's dedicated service team, ensuring the ongoing satisfaction of you and your employees.



EXPERIENCED, EFFICIENT AND EFFECTIVE



Delivering an effective human resource solution isn't a one-size-fits-all proposition. It calls for a breadth of industry experience, the willingness to get to know each client's unique business environment—and the ability to craft the most appropriate solution to the complete satisfaction of all concerned.

A Long and Rewarding History

Hanna Global Solutions is a full-service human resource management firm offering extensive industry expertise and multiple professional credentials in insurance, employee benefits and retirement plans. What's more, Hanna's capabilities enable it to provide benefit, human resources and payroll services to support the diverse and demanding needs of a globally mobile workforce.

We have a long and rewarding history of helping multi-national companies achieve the most appropriate solution for their global human resource needs. As a result, we proudly serve as a trusted advisor to support our clients in managing over \$150 million annually in employee benefit expenditures and serving upwards of 20,000 employees and their families.

True Global Human Resource Provider

Because you do business in the global arena, you need a human resource partner that has the expertise to serve your employees wherever they reside. To that end, the following is a sample of the services we provide:

- ▲ Global employee benefit planning
- ▲ Local market risk assessment
- ▲ International eligibility and enrollment maintenance
- ▲ Global payroll services
- ▲ Wealth management and retirement planning
- ▲ Global on-boarding and concierge services

Complete Design, Implementation and Service

Through customized high-tech, high-touch benefit solutions, Hanna offers design, implementation and service of comprehensive employee benefits, compensation and retirement plans:

- ▲ Providing strategies that help combat the rising costs of health care
- ▲ Guiding you in making informed benefit decisions that meet budget goals and satisfy employee needs
- ▲ Driving communications that help current and prospective employees understand the value of the benefits package you've chosen
- ▲ Reducing your administrative burden and increasing efficiency



THE HANNA DIFFERENCE

At Hanna, quality relationships are paramount, serving as the source of our strength and success as a company. That's why we invest so much time in understanding your business and why you can count on personal service from our experienced principals and senior staff.

Meeting Your Challenges and Satisfying Your Needs

Beyond being equipped, qualified and prepared to support your needs, we actually enjoy it. In fact, we thrive on crafting that specific solution that meets your global business challenges head-on and feel personally rewarded by providing service that ensures your ongoing satisfaction.

This client-centric approach to meeting your company needs and exceeding your expectations comprises:

▲ Understanding Your Business

The first and most important step toward your benefits offering is gaining a thorough understanding of your business including budgetary considerations, human resources strategy and the environment in which you operate. This careful analysis is the foundation for all we deliver.

▲ Customizing Your Benefits Strategy

Upon this solid foundation of knowledge, Hanna will evaluate the market to customize a benefits strategy that will best meet your needs, leveraging our established relationships with carriers and our ability to negotiate the right product at the best price.

▲ Seamless Implementation

You can count on Hanna's presence for a successful open enrollment supported with clear communications, practical employee resources and a thorough education plan.

▲ Ongoing Service and Support

Once implementation is complete, Hanna will continue to meet your benefits needs through a custom service package of your choice. Through ongoing monitoring and annual review, Hanna will assist you in updating your benefits offering to meet the changing needs of your business.

▲ OnBoarding and Concierge Services

To further address the complete global human resource experience, Hanna provides web-based onboarding services designed to automate many of the time-consuming tasks associated with hiring new employees. Our robust system can track completion of new hire forms, present new hire communication material and provide online orientation material and is scalable to provide the services that best fit your HR strategy. In addition, we provide access to value-added services in a concierge format that enhance the global employee's experience while working abroad. All of these services provide an efficient and streamlined process resulting in lower administrative costs.

▲ Global Payroll

Whether your employees are expatriates or local nationals, our global payroll services will alleviate the burden of dedicating scarce company resources to provide a difficult and time-consuming service. We closely work with our clients to implement their specific tax-related remuneration policies and have the skills to manage payroll deductions and remittances in multiple countries and currencies.

SOLUTIONS THAT WORK TODAY — AND TOMORROW



It is our sincere belief that, by its very nature, a solution cannot be a finite process. To remain viable and maintain its value, the truly effective solution requires continuous management and review from the moment of inception. To that end, presenting you with human resource solutions that meet your needs is only the beginning of the service you can expect from Hanna.

Benefits Management Made Simple

Blending to perfection innovative technology and a dedicated service team, Hanna supports the delivery of your benefits offering in a highly manageable and cost-effective manner that can only be described as “strategic simplicity.” You’ll enjoy a single point of contact for all of your benefits management requirements, efficient transactions, a wealth of easily accessed information and satisfaction at every level of your organization.

To ensure the value and ongoing satisfaction you deserve, Hanna offers a full spectrum of specialized benefits management services including:

▲ Benefits Consulting and Procurement

Realize the advantage of design, procurement—including access to all carriers within your market through licensed, credentialed Hanna experts—and ongoing management of your benefits offering.

▲ Healthcare Cost Management

Eliminate those premium increase surprises and maximize carrier negotiation positions within self and fully-funded plans.

▲ Eligibility Management

Decrease your administrative costs through our dedicated and experienced Benefit Specialists who take care of all aspects of eligibility management including enrollment, termination and carrier billing reconciliation.

▲ Legislative Compliance

Reduce administrative concerns surrounding ERISA, HIPAA and COBRA compliance through access to compliance education, checklists, human resource consultants and specialized legal counsel.

“Hanna has worked with us for over a decade and the most impressive part about them has been that they have provided the highest quality of services and strived always to understand specific and unique needs of the company within the budget requirements we have had.”

Human Resources General Manager
Global IT Services Company



so•lu•tion *n.* 1. successfully dealing with a challenge; 2. the process of finding the answer to a question; 3. a value for a variable that satisfies an equation

▲ Executive Benefit Consulting

Gain personal financial strategies to support executives through evaluation, building and protecting of their personal net worth.

▲ Online Employee Center

Expedite benefit and compliance communications through our online benefits resource.

▲ Employee Service Desk

Lighten your human resources workload while increasing employee satisfaction through our Benefits Service Desk — offering your employees online and telephone-based benefits education, plus carrier/provider advocacy for benefit access and claims resolution.



CUSTOMIZED



CLIENT-FOCUSED



COMPREHENSIVE



Hanna Global Solutions

California license #OB93651

Hanna is also licensed in many other states throughout the U.S. and has partnerships with licensed associates around the world.

Walnut Creek, California Los Angeles, California Bangalore, India

800.954.6600. www.hannaglobal.com