

PACIFIC SECURED BUY-IN[®]

for Nonqualified Plans

Executive Summary

A financial solution for plan sponsors who want to reduce risk for their nonqualified defined-benefit pension plans.

VALUE PROPOSITION

GUARANTEE BENEFIT PAYMENTS

With a single-premium payment, the plan risks for covered participants are transferred to Pacific Life.

REDUCE BALANCE-SHEET VOLATILITY

The plan asset (contract value) moves with the projected plan liability.¹

Overview

CHALLENGE

Defined-benefit plan sponsors typically promise their key executives supplemental pension benefits with lifetime guarantees.

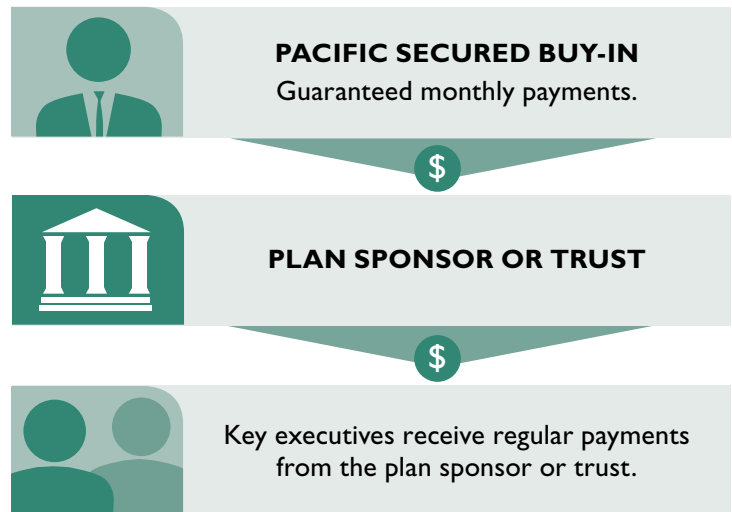
STRATEGY

Transfer the obligation to a trust-owned group annuity contract that aligns with the benefit promises made to key executives.

Long-Term Benefits

- Transfer risk
- Possible tax advantages

Flow of Funds



Pacific Secured Buy-In for nonqualified plans is for plan sponsors seeking to:

- Transfer benefit risks such as longevity (mortality) risk, investment risk, and interest-rate risk to Pacific Life.
- Reduce balance-sheet volatility while ensuring liquidity for monthly, nonqualified plan benefit payments.

¹Pacific Life provides a monthly contract value.

Insurance products are issued by Pacific Life Insurance Company in all states except New York and in all states by Pacific Life & Annuity Company. Product availability and features may vary by state.

Benefits for Plan Sponsor

- The Pacific Secured Buy-In contract is held as an asset of the company or a rabbi trust.
- Provides monthly liquidity equal to the amount needed to pay covered executive retiree benefits.
- Plan sponsor or rabbi trust uses monthly bulk payment from Pacific Life to make individual payments to participants.
- Monthly contract value moves with plan liability as market interest rates change.
- No ongoing additional fees or costs are paid to Pacific Life.
- The Pacific Secured Buy-In contract can be converted at any time to a Pacific Transferred Buy-Out® contract for no additional cost.

Contact Pacific Life to find out how
Pacific Secured Buy-In for nonqualified plans can work
for your supplemental executive benefit plan.

PacificLifePRT.com

(877) 536-4382, Option 1

GroupAnnuitiesBid@PacificLife.com

This material is not intended to be used, nor can it be used by any taxpayer, for the purpose of avoiding U.S. federal, state, or local tax penalties. This material is written to support the promotion or marketing of the transaction(s) or matter(s) addressed by this material. Pacific Life, its distributors, and respective representatives do not provide tax, accounting, or legal advice. Any taxpayer should seek advice based on the taxpayer's particular circumstances from an independent tax advisor or attorney.

Pacific Life is a product provider. It is not a fiduciary and therefore does not give advice or make recommendations regarding insurance or investment products. Pacific Life, its affiliates, its distributors, and respective representatives do not provide any employer-sponsored qualified plan administrative services or impartial advice about investments and do not act in a fiduciary capacity for any plan.

Pacific Life refers to Pacific Life Insurance Company (Newport Beach, CA) and its affiliates, including Pacific Life & Annuity Company. Insurance products are issued by Pacific Life Insurance Company in all states except New York and in all states by Pacific Life & Annuity Company. Product availability and features may vary by state. Each insurance company is solely responsible for the financial obligations accruing under the products it issues.

Contract Form Series: 80-1291, 80-1297 (state variations may apply)

PRC0499-0220



PACIFIC LIFE



THE OFFICIAL SPONSOR
OF RETIREMENT®