



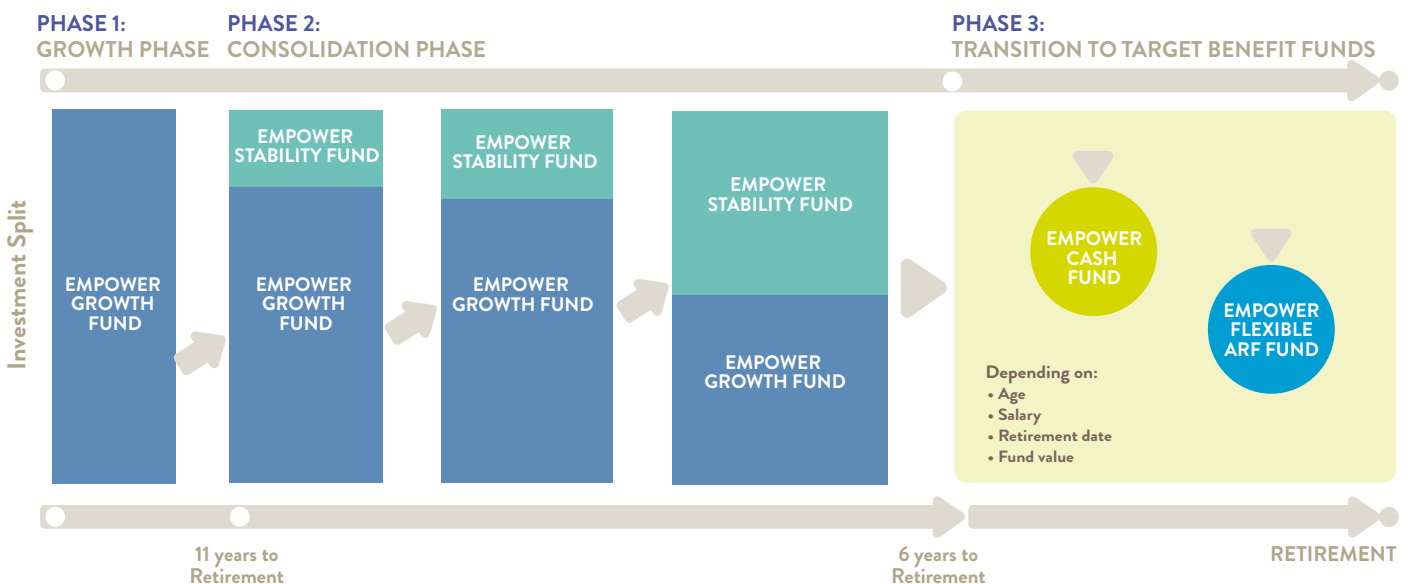
EMPOWER PERSONAL LIFESTYLE STRATEGY ADDITIONAL VOLUNTARY CONTRIBUTIONS

The EMPOWER Personal Lifestyle Strategy (EMPOWER PLS) is an innovative pension investment solution for members of Irish Life Additional Voluntary Contributions (AVC) schemes.

Investing your Additional Voluntary Contributions into EMPOWER PLS has two main benefits over the years of your pension savings:

-  **MANAGING INVESTMENT RISK**
EMPOWER PLS helps protect your pension fund value against market fluctuations by switching you into lower risk funds as you get closer to your retirement date.
-  **PERSONALISED FUND SWITCHES**
EMPOWER PLS is different to other investment strategies because it adjusts to your own circumstances. It directs your investment into appropriate funds that best match the benefits that you are likely to take on your retirement.

EMPOWER PLS consists of three phases which span the years of your pension savings. It starts from the moment you join the strategy up to your retirement date.



Warning: The value of your investment may go down as well as up.

PHASE 1

GROWTH PHASE

Phase 1 puts you in funds suitable to achieve investment growth while at the same time balancing investment risk.

Initially you will be completely invested in the EMPOWER Growth Fund.



PHASE 2

CONSOLIDATION PHASE

Phase 2 with 11 years to retirement we start to gradually move your fund into the EMPOWER Stability Fund.

This helps to protect your pension fund against volatile markets.



PHASE 3

SWITCHES INTO BENEFIT TARGET FUNDS

Phase 3 moves your your AVC fund into funds that will be most suitable for how you will use your AVC savings upon reaching retirement. We expect you will want to take as much of your fund as tax free cash at retirement as Revenue will allow and keep the remainder invested.

Depending on your individual circumstances we will switch your savings into investment funds that target the benefits most suitable to you. With 1 year to retirement you will be 100% invested in your target fund(s).

If you invest in EMPOWER PLS then all of your pension contributions must be invested in this strategy, you cannot select other funds and have the EMPOWER PLS features outlined here.

WHICH INVESTMENT FUNDS ARE USED IN EMPOWER PLS?

Risk Rating

1



The **EMPOWER Cash Fund** is a low risk fund which invests in bank deposits. It will be used for your likely lump sum benefit.

Risk Rating

2



The **EMPOWER Stability Fund** is mainly invested in bonds, with some investment in cash, equities and alternative assets.

It aims to help protect your pension fund against market movements.

Risk Rating

3



The **EMPOWER Flexible ARF Fund** is mainly invested in bonds with some investment in cash, equities and alternative assets.

It will be used for the part of the fund that may be transferred to an Approved Retirement Fund (ARF).

Risk Rating

4



The **EMPOWER Growth Fund** is predominantly invested in international equities with some holdings in bonds, cash and property.

This is a medium risk fund for balanced investors, which aims to have a moderate allocation to higher risk assets such as shares and property. The fund objective is to achieve returns managed within a range of volatility.

The standard annual fund management charge for each fund used in EMPOWER PLS is 0.65% per year.

Irish Life are committed to ensuring EMPOWER PLS remains the optimum strategy for you. We therefore reserve the right to alter the mix of the assets and funds being used to underpin the strategy as required to ensure the strategy objectives are being met.

Details of these funds are available on www.irishlifecorporatebusiness.ie

Warning: If you invest in this product you may lose some or all of the money you invest.

Warning: The value of your investment may go down as well as up.

Warning: These funds may be affected by changes in currency exchange rates.

Warning: If you invest in this product you will not have any access to your money until you retire.

Securities Lending: The assets in these funds (except the EMPOWER Cash Fund) may be used for the purposes of securities lending in order to earn an additional return for the fund. While securities lending increases the level of risk within the fund it also provides an opportunity to increase the investment return.

HOW DOES EMPOWER PLS WORK FOR AN INDIVIDUAL MEMBER?

If your retirement age is 65 you will be 100% invested in the Empower Growth Fund until you reach age 54. From age 54 we will switch a small percentage, about 10% each year, of your accumulated fund into the EMPOWER Stability Fund. The switches take place on a monthly basis. When you reach age 59 and you are 6 years away from retirement, 50% of your AVCs will be invested in the EMPOWER Growth Fund and 50% in the EMPOWER Stability Fund.

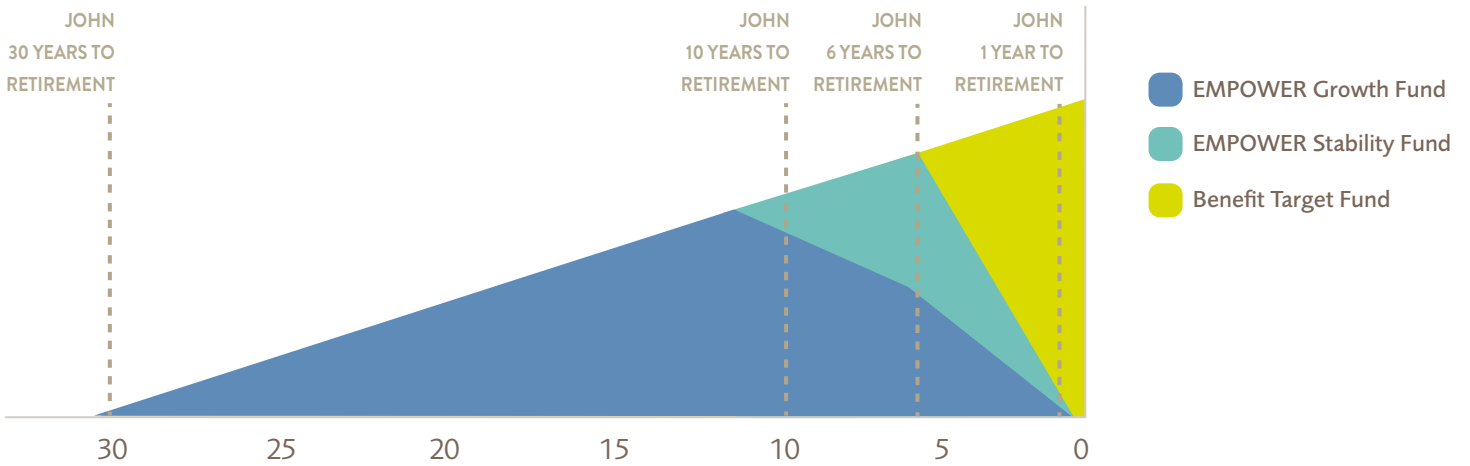
If your pension plan has a different retirement age then the switching will start 11 years from that retirement date.

During the 6 years before your retirement, your fund is then directed into target funds to match your likely retirement benefits.

This table gives an overview of the funds you will be invested in over the years of your AVC savings.

	YEARS TO RETIREMENT	EMPOWER GROWTH FUND	EMPOWER STABILITY FUND	BENEFIT TARGET FUND
Growth Phase	Up to 11	100%	0%	0%
Consolidation Phase	6	50%	50%	0%
Switches into Benefit Target Funds	5	40%	40%	20%
	4	30%	30%	40%
	3	20%	20%	60%
	2	10%	10%	80%
	1	0%	0%	100%
	0	0%	0%	100%

This graph shows the funds a member may be invested in throughout their time saving for retirement.



PHASE 1 - GROWTH PHASE

30 years to retirement

INVESTMENT
100% EMPOWER Growth Fund

PHASE 2 - CONSOLIDATION PHASE

10 years to retirement

INVESTMENT
90% EMPOWER Growth Fund
10% EMPOWER Stability Fund

PHASE 2 - CONSOLIDATION PHASE

6 years to retirement

INVESTMENT
50% EMPOWER Growth Fund
50% EMPOWER Stability Fund

PHASE 3 - SWITCHES INTO BENEFIT TARGET FUNDS

Phase 3 is the phase when EMPOWER PLS really matches your personal circumstances! EMPOWER PLS recognises that everyone is unique and will retire on a different salary, service length and fund size.

Based on your personal details submitted to us, over the last six years prior to your retirement EMPOWER PLS will switch your pension savings into one or two different funds that best fit how you are likely to take your benefits at retirement.

When our sample member John comes to retirement, he could have a number of different options how to take his AVC benefits. EMPOWER PLS will switch him into different funds that are best suited to his retirement options.

RETIREMENT OPTION
Tax-free lump sum

FUND SWITCH
1 fund

RETIREMENT OPTION
Tax-free lump sum and balance may be invested in an ARF for future flexible income.

FUND SWITCH
2 funds

All the above examples are for illustration purposes only. Revenue limits will apply to all retirement benefits.

KEEPING EMPOWER PLS UP TO DATE

To make sure EMPOWER PLS can work best to suit your personal circumstances we need your information, including your salary, date you joined service and your retirement age. Please inform us of any changes as soon as possible.

Irish Life Corporate Business is continuously striving to offer services which are up to date and appropriate. We are committed to ensuring that EMPOWER PLS stays up to date and relevant. We will review the strategy regularly, so that it will automatically change over time to take account of changes in retirement regulations and investment opportunities. When these reviews are carried out, you as a customer using EMPOWER PLS automatically benefit from the changes.

Switches into the EMPOWER PLS are free of charge.

Restrictions may apply to some switches out of your existing funds if you join EMPOWER PLS.

For more information and if you wish to use the Personal Lifestyle Strategy please contact your Financial Adviser. Details of the funds used in EMPOWER PLS are available on www.irishlifecorporatebusiness.ie



Warning: If you invest in this product you may lose some or all of the money you invest.

Warning: The value of your investment may go down as well as up.

Warning: These funds may be affected by changes in currency exchange rates.

Warning: If you invest in this product you will not have any access to your money until you retire.

Securities Lending: The assets in these funds (except the EMPOWER Cash Fund) may be used for the purposes of securities lending in order to earn an additional return for the fund. While securities lending increases the level of risk within the fund it also provides an opportunity to increase the investment return.

Information correct as at October 2016.

CONTACT US

PHONE: 01 704 20 00

FAX: 01 704 19 05

E-MAIL: code@irishlife.ie

WEBSITE: www.irishlifecorporatebusiness.ie

WRITE TO: Irish Life Assurance plc,
Lower Abbey Street, Dublin 1

Please Note: Every effort has been made to ensure that the information in this publication is accurate at the time of going to press. Irish Life Assurance plc accepts no responsibility for any liability incurred or loss suffered as a consequence of relying on any matter published in or omitted from this publication.

Irish Life Assurance plc is regulated by the Central Bank of Ireland. In the interest of customer service we may record and monitor calls. Irish Life Assurance plc, Registered in Ireland number 152576, Vat number 9F55923G. For more up-to-date information, see www.irishlifecorporatebusiness.ie.

