Irish Life

CLEAR EXECUTIVE PENSION

The company pension that puts you in control

About us

Established in Ireland in 1939, Irish Life is now part of the Great-West Lifeco group of companies, one of the world's leading life assurance organisations.

Great-West Lifeco and its subsidiaries, including The Great-West Life Assurance Company, have a record for financial strength, earnings stability and consistently high ratings from the independent rating agencies. The Great-West Life Assurance Company has an AA rating for insurer financial strength from Standard & Poor's.

Information correct as of 19 July 2013. For the latest information, please see www.irishlife.ie.

Clear Executive Pension	
Aim	To build up a fund to help provide for your retirement.
Risk	Low to high depending on option or mix of options chosen.
Funds Available	28 funds for you to choose from.
Time Period	Normally between ages 60 and 75.
Jargon-free	Yes.

Committed to Plain English

There is no financial jargon in this booklet and everything you need to know is written in an upfront and honest way.

We are delighted to have received the 'Best in Plain English' Award from the Plain English Campaign. This award recognises our contribution to communicating clearly. For this award, we were chosen ahead of 12,000 other organisations from 80 countries.

Best in the World at Plain English

Honesty Mark
19177
Honesty and clarity approved by Plain English Campaign

Warning: If you invest in this product you will not have access to your money until age 60 and/or you retire.

Contents

All information including the Terms and Conditions of your plan will be provided in English.
The information in this booklet is correct as of July 2013 but may change.

A

Information for the employee

1 Introduction

This booklet will give you details of the benefits available on the Clear Executive pension plan. It is designed as a guide that allows us to explain the product to you in short and simple terms. There will be more specific details and rules in your Terms and Conditions booklet which you should read carefully.

Our service to you

Putting you first

We are committed to providing excellent customer service to you at all times from the moment you apply right throughout the life of your plan. When you ring us, you will get straight through to our award-winning service team, based in Ireland, who will be on hand to listen to your queries and help you when you are looking for answers. Below is just a sample of the services.

You can change your mind

We want to make sure that you are happy with your decision to take out this plan. If after taking out this plan you feel it is not suitable, you can cancel it within 30 days from the day we send you your welcome pack. We will refund any regular contributions you have made. We will return any single contributions or transfers, less any fall in investment values during the period and in line with Revenue rules.

Keeping it simple – clear communication

Because financial products can be complicated and difficult to understand, we are committed to using clear and straightforward language on all our communications to you. As a result, we work with Plain English Campaign to make sure all our customer communications meet the highest standards of clarity, openness and honesty.

Keeping you up to date

We are committed to keeping you informed about your plan. Because of this, every year we will send you a statement to keep you up to date on your plan details.

Online services

We have a range of online services available for you. You can check the details of your plan online by visiting www.myonlineservices.ie. You will need a PIN, which you receive when you start your plan. If you have lost your PIN or need a new one, contact our customer service team on 01 704 1010.

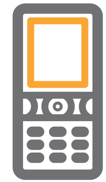
Our online services help you keep up to date, at any time, with how your plan is performing. You can:

- View the current value of your plan;
- Change your choice of fund;
- View your annual benefit statements; and
- Use our information service - weekly investment market updates, fund information and fund prices.

You can also phone our automated Customer Information Line on 01 704 1111, to obtain a current value, access our weekly market update and to change your PIN.

How to contact us

If you want to talk to us, just phone our award-winning, Irish-based customer service team on 01 704 10 10. They can answer questions about your plan.



Our lines are open:
8am to 8pm Monday to Thursday
10am to 6pm Friday
9am to 1pm Saturday.

In the interest of customer service, we will record and monitor calls.

You can also contact us in the following ways:

Email: customerservice@irishlife.ie

Fax: 01 704 19 00

Write to: Customer service team, 1 Lower Abbey Street, Dublin 1.

Website: www.irishlife.ie

Any problems?

If you experience any problems, please call your financial adviser or contact our customer service team. We monitor our complaint process to make sure it is of the highest standard. We hope you never have to complain. However, if for any reason you do, we want to hear from you.

If, having contacted the customer service team, you feel we have not dealt fairly with your query, you can refer it to The Financial Services Ombudsman, The Office of the Pensions Ombudsman or the Pensions Board depending on the type of plan and complaint you have. You can find details and contact numbers on page 34.

2 Pensions in brief

How pensions work

Pensions are simply a tax efficient way of saving for retirement.

Contributions

Your company, and possibly also you, invest either regular contributions, or one-off contributions, or both. Most people choose regular contributions, because it is easier and smoothes out the cost.

Income tax relief

Both you and your company may then be entitled to income tax relief on all contributions.

To encourage people to save for retirement the Government provides income tax relief on pension plans. There are limits on the relief you can get, these limits aim to make sure that they don't save for benefits over the limits set by the Revenue. The limits are outlined on page 6.

Remember that your employer must contribute. If you know how much your employer is going to pay, you can decide how much you want to pay as AVCs. Company pension contributions are limited, they are based on your age and if you already have pension benefits from previous jobs.

If you don't have pension benefits from a previous job, your employer can pay the following for you.

These limits combine both your and your employer's contributions. The minimum contribution that your employer can make is 10% of the total contributions, not including additional voluntary contributions.

Sample maximum contribution (% of salary)

Current age	Percentage of earnings allowed as contributions
30	54%
35	63%
40	76%
45	95%
50	126%
55	189%

The figures above assume that:

- you will have completed at least 10 years' service when you retire;
- you are a married male retiring at 65;

- your existing pension benefits are not included in the above rates; and
- the rates are worked out using current capitalisation factors published by the Revenue Commissioners.

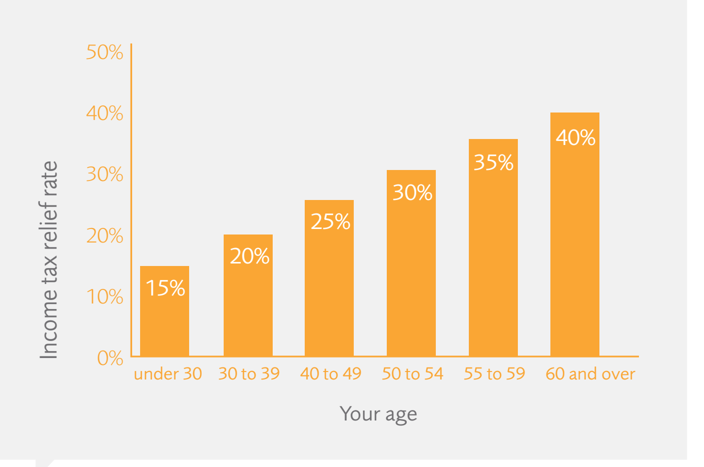
These figures could change over time.

The maximum retirement benefits allowed by Revenue are:

- two-thirds of your final salary;
- a matching pension for your spouse, registered civil partner or dependent, payable when you die; and
- a pension increase in line with the consumer price increase each year.

The maximum contributions allowed are not guaranteed to give the maximum Revenue benefits. You should review your pension plan often.

The Government allows you personally to pay the following amount into your company pension plan in any one year. This includes any contributions you make to any other pension scheme. So, for example, a married man aged 50 who aims to retire at 65 could have contributions of 126% of his salary paid into his pension. Of that 126%, he could pay 30% himself. These percentages are currently capped at an earnings limit of €115,000, and include contributions to other approved pension arrangements, such as retirement annuity contracts and occupational pension schemes.



Earnings are defined as follows.

For employees, earnings are defined as salary including overtime, bonuses and benefits-in-kind (in other words, perks that do not take the form of a salary).

As tax relief is available on contributions into the plan, up to certain limits, you must meet certain conditions to be eligible to take out any type of pension plan.

- You must be legally responsible for paying tax in Ireland (this means Irish tax is due on any profits or earnings you make).
- Your income must be 'earned' – this means that you can't use money you've made from rent, dividends from shares and stocks, or returns you've made on investments. Basically, you can only use the money

you've earned from your job. As well as meeting these conditions, to be eligible to take out a company pension plan, you must have an income which can be assessed for income tax under Schedule E. This income would include salaries, bonuses, benefits in-kind and directors' fees.

In a company pension plan, the company must contribute.

If you make contributions yourself into the company pension plan you can make AVCs. If your employer requires you to pay a compulsory amount towards the arrangement these are 'employee contributions'. The limits on the previous page apply to both your AVCs and employee contributions.

The main difference between AVCs and employee contributions is that if you decide to take your retirement lump sum based on your salary and service with the company, your AVCs will give more options with the balance of the fund.

If you have any questions about this important aspect of pension planning you should speak to your financial adviser.

Growth

We then invest your contributions (less any contribution charge) in a fund that grows free of tax. Sometimes the fund you have chosen may have to pay tax on some of the assets held outside of Ireland depending on the tax rules of the country.

Claiming income tax relief

You can claim income tax relief on contributions you make towards the pension plan, up to the limits outlined earlier. Your employer will usually agree to take these contributions direct from your salary before tax. In this case, income tax relief is immediate. If we take contributions from your net salary, you can apply to your inspector of taxes to adjust your tax credits.

Your employer gets corporation tax relief on any contributions the company makes towards a pension plan for employees (as long as the contributions are within the agreed limits).

Retirement fund

Finally, you'll hopefully have built up a big enough fund for your retirement.

Normally you, if the trustee agrees, can decide that you will take your benefits between the ages of 60 and 70, but there are certain exceptions. Your financial adviser will explain this to you. At that stage, you'll have a number of choices in terms of what you want to do with that fund.

First of all, you can take part of your pension fund as a retirement lump sum. You may be able to take some or all of this retirement lump sum tax free, depending on Revenue limits. With the rest, you can:

- buy a pension for life (annuity);
- invest in a fund called an Approved Retirement Fund (ARF), and take money out of that fund when it suits you. There are certain limits to this;
- take as taxable cash sum.

Income tax, the Universal Social Charge (USC), PRSI (if applicable) and any other taxes or government levies due at the time will be taken from each of these options. We explain your retirement options in more detail on pages 25 to 28.

3 Clear Executive pension plan

Our Clear Executive Pension plan helps you to build up a fund for your retirement.

Everybody knows that it makes sense to plan for retirement. Yet many people put off starting a pension because they think pensions are confusing or hard work. Clear Executive Pension plan can offer you the perfect solution an easy-to-understand pension plan which puts you in control while offering you great choice.

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.

Suitability snapshot

Who might find this plan suitable?

- ✓ Are currently earning Schedule E income and you and your employer would like to take advantage of the tax relief available on pension contributions. You understand that when you retire, your pension benefits (after retirement lump sum) are taxed as income.
- ✓ Your employer is willing to pay at least 10% of the total contributions, excluding AVCs.
- ✓ You are looking for a long-term investment plan to provide for your retirement.
- ✓ You have at least €25 a month to invest.
- ✓ You don't need access to your fund until you retire (see page 25).
- ✓ You are happy with the charges on this plan.
- ✓ You are happy with the choice of funds available in this plan and you understand that the value of your fund could fall as well as rise.

Who is likely to find this plan unsuitable?

- ✗ You are not currently earning Schedule E income.
- ✗ Your employer is not willing to pay at least 10% of the total contributions, excluding AVCs.
- ✗ You do not need a plan to provide for your retirement.
- ✗ You have less than €25 a month to invest.
- ✗ You need access to your fund before you retire.
- ✗ You want to explore more basic product options which may have lower charges.
- ✗ You are not happy with the choice of funds available in this plan.

What are the charges?

Clear Executive Pension plan offers you great value for money, giving you a straightforward pension solution and competitive charges.

Contribution charges

Table 1 – contribution charge on regular contributions

Regular contribution each year	Contribution charge	Percentage of contribution invested	Reduced contribution charge after five years*	Percentage of contribution invested
Less than €9,000	5%	95%	4.5%	95.5%
€9,001 to €11,999.99	4.25%	95.75%	3.75%	96.25%
€12,000 or more	3.5%	96.5%	3%	97%

*Reduced contribution charge after five years
As shown in table 1 above, after your pension plan has been in place for five years, we will reduce the contribution charge by 0.5%.

Table 2 – contribution charge on one-off contributions

One-off Contribution	Contribution charge	Percentage of contribution invested
Less than €12,500	5%	95%
€12,501 to €24,999.99	4.25%	95.75%
€25,000 or more	3.5%	96.5%

Contribution charge on transfer contributions

There is no contribution charge on funds transferred into your Clear Executive Pension plan from approved schemes, so 100% of the contribution will be invested.

If your regular contributions change in the future

If you change your regular contributions in the future, this may change the contribution charge you pay.

Increased regular contribution

If you increase your regular contribution, and this results in your regular contribution going into a higher band (as shown in table 1), the contribution charge for the higher band will apply to all of your increased contribution.

For example, if your regular contribution is €8,000 a year, the contribution charge is 5%. If you increased your regular contribution to €10,000, it would go up into the higher band and the contribution charge would be 4.25% on €10,000.

Reduced regular contribution

If you reduce your regular contribution, and this results in your regular contribution going into a lower band (as shown in table 1), the contribution charge for the lower band will apply to all of your reduced contribution.

For example, if your regular contribution is €10,000 a year, the contribution charge is 4.25%. If you reduce your contribution to €8,000, it would go down into the lower band and the contribution charge would be 5% on €8,000.

Contribution limits for regular contributions

As we have explained, there is no maximum limit on the total amount that can be paid into this plan. However, the highest regular contribution you can pay is:

- €5,000 a month;
- €7,500 every three months;
- €15,000 every six months; and
- €30,000 a year.

You can pay any contribution over these amounts as a one-off contribution. The charges for one-off contributions are shown in table 2 on page 10.

Yearly fund charge

Over the term of your plan, we take a monthly charge from the value of your retirement fund. This charge is equal to 1% a year.

Other charges

The Pensions Board charges a fee every year for executive pensions. This charge is currently €8 but could change in the future.
We will take this charge every year from executive pensions. The Pensions Board do not currently charge a fee on personal pensions.

Government levies

We will take any Government levies due and pass them direct to the Revenue Commissioners. These levies will be taken from your fund.

What funds are available?

The following funds are available. A description of each fund is on pages 19 to 23.

Recommended Portfolio Funds

Managed Portfolio Fund 1 (Foundation)
Managed Portfolio Fund 2 (Base)
Managed Portfolio Fund 3 (Core)
Managed Portfolio Fund 4 (Intermediate)
Managed Portfolio Fund 5 (Dynamic)
Managed Portfolio Fund 6 (Aggressive)

We recommend you use the Managed Portfolio Funds with our Lifestyle Options.

These funds are only available as part of the Lifestyle Options and Default Investment Strategy

Stability Fund
Annuity Fund
ARF Fund

Other Funds

Global Cash Fund
Pension Protection Fund
Indexed Euro Corporate Bond
Consensus Cautious Fund
Consensus Fund
Consensus Equity Fund
Indexed European Equity Fund
Indexed Japanese Equity Fund
Indexed North American Equity Fund
Indexed UK Equity Fund
Indexed Irish Equity Fund
Indexed Pacific Equity Fund
Indexed European Property Shares Fund

What investment strategies are available?

We have four investment strategies for you to choose from – **the Annuity Lifestyle Option, the ARF Lifestyle Option, the Default Investment Strategy (Annuity) and the Default Investment Strategy (ARF)**. If you don't choose an investment strategy when you take out your Clear Executive Pension plan, we will automatically put you into the Default Investment Strategy (Annuity).

1 Lifestyle option strategies

Our lifestyle options strategies involve gradually moving your investment into a mix of low and medium-risk funds as you move closer to retirement.

It is generally recommended that the Managed Portfolio Funds form part of the lifestyle option, but you can choose your own funds if you prefer. The percentage invested in each fund at any one time depends on how long you have left to your retirement date.

The Annuity Lifestyle Option

If you are more than 25 years from your chosen retirement date, we fully invest your contributions in the Managed Portfolio Funds or the funds of your choice.

Between 25 years to six years before you retire, we will switch 2% of your fund into the Stability Fund every year.

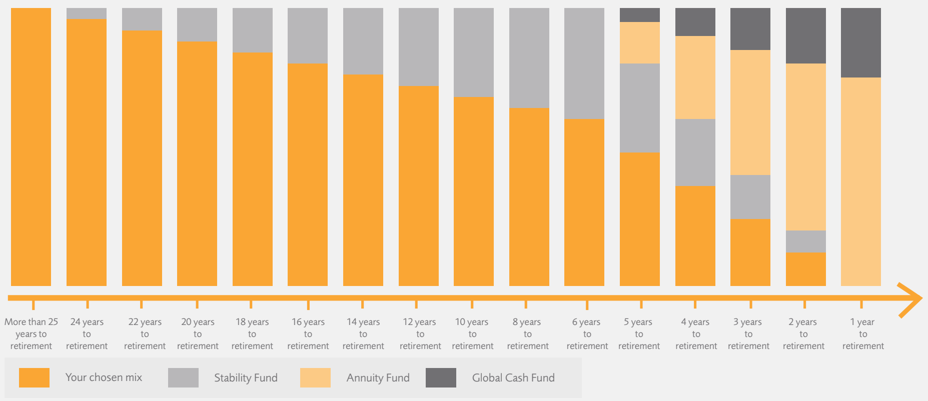
When you are six years before retirement, 60% of your fund is invested in your fund choice and 40% in the Stability Fund. At that date, we gradually switch the total fund and future contributions into the Global Cash Fund and the Annuity Fund until one year before your retirement.

For the last year your fund is entirely in the Global Cash Fund (25%) and Annuity Fund (75%).

This strategy will suit you if you aim to buy an annuity with your retirement fund.

The table below shows how your investment is automatically switched between funds in the Annuity Lifestyle Option. If, for example, you take out a Clear Executive Pension Plan and you have 18 years to retirement, we will at first invest 84% of your contributions in your own choice of funds and 16% in the Stability Fund. The contributions will gradually switch over the rest of the term as explained above.

Annuity Lifestyling Strategy



The ARF Lifestyle Option

If you want to invest your retirement fund in an ARF when you retire, you can choose our ARF Lifestyle Option. This is identical to our Annuity Lifestyle Option except that instead of switching into the Annuity Fund, you will switch into the ARF Fund. As with the Annuity Lifestyle Option, you can invest in the Managed Portfolio Funds or choose your own funds.

We do not recommend the lifestyle option strategies if you want to invest in low-risk funds. This is because with those strategies your investment is gradually moved into a mix of low-risk and medium-risk funds.

The current risk and volatility levels associated with your chosen funds and the other funds in the lifestyle options are outlined further on in this booklet. You should ensure that you are happy with the risk and volatility levels of the funds you will be invested in throughout the lifetime of your plan. All funds can rise and fall in value. The percentage invested in each fund at any one time depends on the term you have to go to your retirement date. If your retirement fund is automatically moved into less risky funds, such as bonds, and share markets rise in the years leading up to your retirement, this could lead to your retirement fund being less than it could have been.

There is no charge for any switches made with the Lifestyle Options.

2 Default Investment Strategies

The default investment strategies include funds chosen by us. You cannot choose your own funds. We will gradually switch your investment to certain low- and medium-risk funds as you get closer to retirement. These strategies are designed to meet the needs of typical investors who are planning to buy an annuity or invest in an ARF when they retire. They invest through unit-linked funds. The assets which are invested in these funds will spread risk, can be cashed in quickly, and are valued often.

Default Investment Strategy (Annuity)

If you are more than 25 years from your chosen retirement date, your contributions are fully invested in the Managed Portfolio Fund 4 (Intermediate). Between 25 years and six years before you retire, each year we will switch 2% of your retirement fund and future contributions into the Stability Fund. When you are six years from retiring, 60% of your retirement fund will be invested in the Managed Portfolio Fund 4 (Intermediate) and 40% in the Stability Fund.

At that date, we gradually switch your retirement fund and future contributions into the Global Cash Fund and the Annuity Fund until one year before you retire.

For the last year, 25% of your retirement fund is invested in the Global Cash Fund, and the other 75% is invested in the Annuity Fund.

Default Investment Strategy(ARF)

The Default Investment Strategy (ARF) is suitable if you plan to invest your retirement fund in an ARF when you retire.

Our Default Investment Strategy (ARF) is identical to our Default Investment Strategy (Annuity), except your investment is switched into our ARF Fund rather than our Annuity Fund.

If you choose a default investment strategy, you should know that the funds we have chosen could fall in value, some more than others, during the term of your plan. The default investment strategies try to make sure that the value of your pension fund does not change dramatically as you get nearer your chosen retirement date.

If your retirement fund is automatically moved into less risky funds, such as bonds, and share markets rise in the years leading up to your retirement, this could lead to your retirement fund being worth less than it could have been.

There is no charge for any of the switches made within the Default Investment Strategy.

3 Other investment options

If you do not choose to invest in any of these strategies, you can choose any one, or a combination, of the other funds available (up to 10 funds) that we describe in section 3.

If you choose your own funds, we will not automatically switch your funds into more secure funds as you get nearer retirement. However, at any stage over the term of your contract, you can ask to switch funds into more secure funds, or into one of our strategies described above. Fund switches are free.

Note 1: Please note that the lifestyling switching process is automated and will commence once you have selected lifestyling and are less than 25 years to retirement. This could take up to 5 working days to commence from the start date of your plan. You will be fully invested in your own choice of funds until this switch happens.

Note 2: At retirement if you take your retirement lump sum and remain invested in your plan the Lifestyle Options or the Default Investment Strategies you have chosen are turned off and no more automatic fund switches take place.

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

Warning: This product may be affected by changes in currency exchange rates.

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

4 Fund Guide

Through Clear Executive Pension Plan we offer a choice of funds to meet your needs. You can choose the fund(s) you want to invest in but if your employer is trustee you should give your instruction to them. They will then tell us. If an independent trustee is appointed, you should give your investment instruction directly to us.

All the funds are managed by Irish Life Investment Managers (ILIM), they are Ireland's biggest fund manager. They currently manage over €39 billion of assets for private investors and leading Irish and international companies. Their ability to consistently deliver excellent performance has seen them at the top of investment tables and winning many awards.

The wide range of funds gives you access to different options including low-risk funds, share funds, property share funds and portfolio funds, which include a mixture of different types of investments.

The fund that is right for you depends on:

- The amount of risk you are willing to take; and
- How long you want to invest for.

Amount of risk

Lower-risk funds aim to protect your investment from large falls in value, but the potential for large gains is lower than if you choose a higher-risk fund.

Higher-risk funds, such as those investing in company shares, do not aim to protect your investment from large falls in value, but you do have the potential to gain much more, especially over the long term. If you invest in these types of fund, you should realise that, in wanting a higher return, you need to accept that the value of these funds can move up and down, sometimes by large amounts.

How long you want to invest for

If you are investing in a pension plan it is important to consider how long you have left until you retire. If you are many years away from retirement you may be able to accept more risk than somebody who is quite close to retirement.

Volatility scale and risk levels

To help you choose between funds we rate the possible level of 'volatility' of each fund on a scale of 1 to 7 (Volatility refers to the potential ups and downs that a fund may experience over time). A fund with a risk level of 1 is very low risk and a risk level of 7 is very high risk. You should remember that risk and potential return are closely linked. In other words, investments which are higher risk tend to have higher returns over the long term, but can also experience higher falls.

Our volatility scale assumes that all investments are held on a long term basis. If an investment is held for a short term, it will usually have a greater level of risk than the volatility scale shows.

You can usually reduce the level of risk attached to an investment by diversifying (splitting the investment 'eggs' between different 'baskets') and leaving the investment where it is for a longer period of time. (In other words, the longer you hold volatile investments for, the less volatile the returns become.)

Our volatility scale can change. Therefore the volatility ratings in this booklet may not be the most up-to-date ratings. Please visit our website www.irishlife.ie to see the most up-to-date volatility scale.

Think about how you feel about the risks associated with investing. Everyone's situation is different and everyone handles risk differently. Together with your financial adviser you can decide which level of risk you are open to.

Volatility **1**

Global Cash Fund

Volatility **2**

ARF Fund

Stability Fund

Volatility **3**

Consensus Cautious Fund

Indexed Euro Corporate Bond Fund

Managed Portfolio Fund 1 (Foundation)

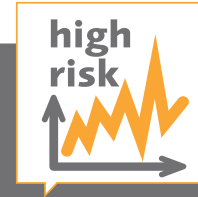
Volatility **4**

Annuity Fund

Managed Portfolio Fund 2 (Base)

Managed Portfolio Fund 3 (Core)

Pension Protection Fund



Volatility **5**

Consensus Fund

Indexed North American Equity Fund

Managed Portfolio Fund 4 (Intermediate)

Managed Portfolio Fund 5 (Dynamic)

Volatility **6**

Consensus Equity Fund

Indexed European Equity Fund

Indexed Japanese Equity Fund

Indexed UK Equity Fund

Managed Portfolio Fund 6 (Aggressive)

Volatility **7**

Indexed European Property Shares Fund

Indexed Irish Equity Fund

Indexed Pacific Equity Fund

You can choose any combination of up to 10 funds. The section below gives a description of each of the funds available to you.

Portfolio funds (Recommended if you choose a Lifestyle Options strategy)

A portfolio fund combines a number of funds which invest in different types of asset. Irish Life Investment Managers choose the individual funds that make up a portfolio fund.

Our portfolio funds have been designed to be used as the main funds within our lifestyle option strategies and default investment strategies, and with our Stability, Annuity or ARF Funds.

Managed Portfolio Fund 1 (Foundation)

(Volatility **3**)

This portfolio fund is currently invested in the Consensus Cautious Fund (see page 21 for description). It provides access to cash, bonds and equities, and sometimes to alternative assets such as property.

Managed Portfolio Fund 2 (Base)

(Volatility **4**)

This portfolio fund is currently invested 70% in the Consensus Cautious Fund (see page 21 for description) and 30% in the Consensus Fund (see page 22 for description). It provides access to cash, bonds and equities, and sometimes alternative assets such as property.

Managed Portfolio Fund 3 (Core)

(Volatility **4**)

This portfolio fund provides access to cash, bonds and equities as well as alternative assets such as property. The fund is currently invested 70% in the Consensus Fund (see page 22 for description) and 30% in the Consensus Cautious Fund (see page 21 for description).

Managed Portfolio Fund 4 (Intermediate)

(Volatility **5**)

Most of this portfolio fund is invested in a diversified mix of global equities, with some bonds and other types of asset such as property. This fund is currently invested 80% in the Consensus Fund (see page 22 for description) and 20% in the Consensus Equity Fund (see page 22 for description).

Managed Portfolio Fund 5 (Dynamic)

(Volatility **5**)

Most of this portfolio fund is likely to be invested in global equities, with some bonds and other types of asset such as property. This fund is currently invested 70% in the Consensus Equity Fund (see page 22 for description), 20% in the Consensus Fund (see page 22 for description) and 10% in the Indexed Pacific Equity Fund (see page 23 for description).

Managed Portfolio Fund 6 (Aggressive)

(Volatility **6**)

Most of this fund is invested in a mix of global equities. This fund is currently invested up to 85% in the Consensus Equity Fund (see page 22 for description) and 15% in the Indexed Pacific Equity Fund (see page 23 for description).

Funds only available with Lifestyle Options.

ARF Fund

(Volatility **2**)

This fund is largely made up of bonds and cash which currently account for about 70% of the fund, with the rest in shares and alternatives (for example emerging market shares). This fund aims to provide moderate returns.

Stability Fund

(Volatility **2**)

This fund invests mostly in bonds and cash with a small amount in shares. This is different to a standard managed fund which has a higher proportion of shares in it. This fund aims to provide moderate returns with low levels of ups and downs.

Annuity Fund

(Volatility **4**)

This fund invests in long-term Eurozone government bonds (those issued by countries that have adopted the euro as their currency). The aim is to match the assets that an annuity will invest in when you retire.

Other available funds

We also have 14 other funds from which you can build your own mix of funds to be used with or without the lifestyle option investment strategies.

Global Cash Fund

(Volatility **1**)

This fund invests in bank deposits and short-term investments on domestic and international money markets. It is intended to be a low-risk investment, but you should be aware that this fund could fall in value. This could happen if, for example, a bank the fund has a deposit with cannot repay that deposit, or if the fund charge is greater than the growth rate of the assets in the fund.

Indexed Euro Corporate Bond Fund

(Volatility **3**)

This fund invests in investment-grade euro corporate bonds which become due for payment at different times. By providing access to a wide range of companies who issue bonds, the fund aims to provide long-term returns which are greater than can be achieved by investing in cash or government bonds. This fund is suitable if you want a reasonable return with less risk than share based investments. The fund aims to track the performance of the Merrill Lynch EMU Large Cap Corporate Bond Index.

Consensus Cautious Fund

(Volatility **3**)

The Consensus Cautious Fund is a managed fund, where currently 65% of the assets are invested in the Consensus Fund and 35% track the performance of shorter-term Eurozone government bonds. The Consensus Cautious Fund aims to give mid-range levels of return with lower levels of ups and downs.

Pension Protection Fund

(Volatility **4**)

Currently this fund invests largely in long-term Eurozone government bonds and cash to protect the buying power of your retirement fund. The balance of the fund may have direct or indirect exposure to global interest rate markets. The aim of this fund is to pay for an annuity when you retire. This fund should broadly follow the long-term changes in annuity prices due to interest rates, i.e. if long-term interest rates fall, the value of this fund will increase to roughly compensate for the rise in annuity prices. Long-term interest rates are just one of the main factors that determine the cost of an annuity and there will be times when the fund will not track annuity prices closely and no guarantee can be given in relation to such movements.

Consensus Fund

(Volatility **5**)

This fund is Ireland's most popular fund, currently managing over €5.3 billion in assets. Its success is based on an approach which combines the wisdom of the main investment managers in Ireland. The fund matches the investments they make in shares, property, bonds and cash. The Consensus Fund aims to provide performance that is consistently in line with the average of all pension managed funds in the market.

Indexed North American Equity Fund

(Volatility **5**)

This fund concentrates on North American equities. The fund's aim is to match the average return of all the shares that make up the FTSE North America Index.

Consensus Equity Fund

(Volatility **6**)

This fund aims to give good growth by investing in the Irish and international shares that the Consensus Fund invests in. By taking the average investment that all managers are making, the Consensus Equity Fund avoids the risks associated with relying on the decisions of just one fund manager. Managing assets in line with the index removes the risk associated with some managers making poor decisions.

Indexed European Equity Fund

(Volatility **6**)

This fund concentrates on European equities. The fund's aim is to match the average return of all the shares that make up the FTSE Europe Ex UK Index.

Indexed Japanese Equity Fund

(Volatility **6**)

This fund concentrates on Japanese equities. The fund's aim is to match the average return of all the shares that make up the FTSE Japan Index.

Indexed UK Equity Fund

(Volatility **6**)

This fund concentrates on UK equities. The fund's aim is to match the average return of all the shares that make up the FTSE UK Index.

Indexed European Property Shares Fund

(Volatility **7**)

This fund invests in shares of European property companies and Real Estate Investment Trusts (REITs). REITs generally contain borrowings of about 50% and so are more risky than investing in property that does not have any borrowings associated with it.

The fund tracks the FTSE EPRA/NAREIT Europe Ex UK Liquid 40 index which invests in listed property companies across mainland Europe.

Indexed Irish Equity Fund

(Volatility **7**)

This fund concentrates on Irish equities. The fund's aim is to match the average return of all the shares that make up the ISEQ Index.

Indexed Pacific Equity Fund

(Volatility **7**)

This fund concentrates on Pacific equities, which includes countries such as Singapore, South Korea and Australia. The fund's aim is to match the average return of all the shares that make up the FTSE Pacific Ex Japan Index.

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

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

Warning: This product may be affected by changes in currency exchange rates.

Important information about available funds

This section gives you information about tax, currency, charges and important information relating to investing in our funds.

Delay periods

In certain circumstances we may need to delay switches, withdrawals or transfers out of a fund. The circumstances in which we may delay a switch, withdrawal or transfer can include the following.

- If a large number of customers want to take money out of the same fund at the same time
- If there are practical problems selling the assets in which the fund invested

The amount then switched, withdrawn or transferred will be based on the value of the units at the end of the delay period.

Reducing the value of the fund

When there are more customers moving out of a fund than making new investments in it, we may reduce the value of the units in the fund. This is to reflect the percentage of the costs associated with buying and selling the assets of the fund. The reduction in the value of the affected assets will be different for each fund.

Currency

Funds that invest outside of the Eurozone carry a risk related to currency. This is because the funds are priced in euro but the assets that are invested outside the Eurozone are valued in their local currency. This can increase or reduce your returns depending upon how those local currencies are performing compared to the euro.

For example, the Indexed UK Equity fund aims to track the performance of the FTSE UK Index. These shares are bought in pounds sterling. The value of the Indexed UK Equity Fund will be affected by how the shares of the companies perform and any movements in the euro and sterling exchange rate. If, for example, there has been no change in the value of shares in sterling, but sterling falls in value against the euro, the UK Equity Fund would fall in value. Obviously, in the same circumstances, a rise in the value of sterling would result in an increase in the value of the Indexed UK Equity Fund.

Warning: This Clear Executive Pension plan may be affected by changes in currency exchange rates.

Tax

The personal income tax relief you may be entitled to is explained on page 6.

Under current Irish tax rules, the growth of all pension funds, is not taxed until the benefits are taken. However, if your chosen fund invests in assets outside Ireland, the fund may have to pay tax on these investments.

We will take tax on income or profits if this is necessary under the tax rules of the country the assets are held in. In some instances, withholding tax or other taxes may apply, depending on the tax rules of the country. We will take any tax due from the fund, and this is reflected in the returns of the fund.

If tax legislation and practice changes during the term of your plan, we will amend this in the fund value as a result.

This information is based on current tax law, which could change in the future.

General Information

If you have chosen to invest in a fund that invests in shares or bonds, the assets in that fund may be used for the purpose of securities lending which aims to earn an extra return for the fund. Although this increases the level of risk within a fund, it provides an opportunity to increase the return.

We can change the range of funds we offer, and we may decide to stop giving access to certain funds. In this case you can switch out of those funds into any other funds that are open at the time. We may also restrict the option to switch to, or invest top-up contributions in, any funds. We will give you one month's notice before we make this change.

5 Your options when you retire

With Clear Executive Pension plan a number of options will be available to you when you retire. The trustee must also agree on the options you choose. It is not necessary to decide now on what option you should take. You can make this decision closer to retirement when it is easier to decide on how you want to spend the fund you have built up.

Retirement lump sum

You can take part of your pension fund as a retirement lump sum. You may be able to take some or all of this retirement lump sum tax free.

You can take your retirement lump sum one of two ways.

You can take 25% of your fund as a retirement lump sum.

The balance of the fund can then be used for one or more of the following:

1. Buy a pension for life (annuity)
2. Invest in an ARF or Approved Minimum Retirement Fund (AMRF)
3. Take as a taxable cash sum

Your other option is to take a retirement lump sum of up to 150% your final salary. This depends on the number of years service you have with your company. If this is less than 20 years the retirement lump sum will be reduced. The balance of your pension must be used to buy a pension for life.

However your AVC fund can be used for one or more of the following:

1. Buy a pension for life
2. Invest in an ARF or AMRF
3. Take as a taxable cash sum

As mentioned above, you may be able to take some or all of your retirement lump sum without paying tax. The maximum tax free amount you can receive is €200,000. Retirement lump sums between €200,000 and €575,000 will be subject to standard rate income tax (currently 20%). Any retirement lump sums greater than €575,000 will be taxed at your marginal rate as income. We will also take the USC, PRSI (if applicable) and any other taxes or government levies due at that time. Both the €200,000 and €575,000 limits include all retirement lump sums you have received since 7 December 2005.

Your financial adviser can give you more information about what you are entitled to.

1 Buying a pension for life

You can use the rest of the fund to buy a pension (in other words, a regular income which will be paid for the rest of your life or annuity). Usually, this means that you pay your pension fund over to us (or another insurance company if you'd prefer) and we'll guarantee to pay you a regular amount every month while you're still alive.

You can also choose other options, for example having the income increase each year, or having part of it paid to your spouse, registered civil partner or dependent after you've died. There is also an annuity investment protection option which means when you die any remaining money not paid will be paid to your estate. This option is only available if you take your retirement lump sum as 25% of the fund. You don't have to make any of these decisions until you actually retire.

If, when you retire, you do decide to buy a guaranteed pension for life, the pension is treated as normal income so you will have to pay income tax and any other tax due at that time. Also, because it is a pension for you, you cannot cash it in, change it to a lump sum, or transfer it to someone else in the future.

2 You can invest the rest of your fund

After taking your retirement lump sum, you can continue to invest the rest of your pension in a fund that you can manage and control during your lifetime, and then leave to your family when you die. Depending on your circumstances, you will have two options for investing your pension fund.

ARF

If you can show that you are receiving a guaranteed pension income for life (from other sources) of at least €12,700 a year, you can reinvest the rest of your pension fund in an ARF. An ARF gives you a choice of how you use your fund. You can:

- decide where you want to invest your money choosing from a wide range of investment options
- make withdrawals from your fund as and when you need them. You will be taxed on all withdrawals from your ARF fund; and
- use your ARF to buy a pension for life (annuity) at any time.

The money you invest in an ARF may be reduced if the level of income you take is high and the investment return is not high enough to maintain this, or is lower than expected. When you die, any money left in your ARF will pass to your estate. Under the Finance Act 2006, the Qualifying Fund Manager must take tax from the ARF assuming you had taken a certain income each year. We explain this fully in a booklet specifically on ARFs which you can ask us for.

AMRF

If you do not have a guaranteed pension income for life of at least €12,700 a year, you must invest €63,500 (or the rest of the fund, whichever is lower), in an AMRF, or buy a pension with the same amount. You can use your AMRF to buy a pension at any time. You can only make withdrawals from any growth made on the fund. Once your AMRF becomes an ARF you can then make withdrawals from the original amount invested. You will be taxed on all withdrawals from your AMRF and ARF. Your AMRF will become an ARF when one of the following happens (whichever happens first).

- You start receiving a guaranteed pension income for life of €12,700 a year from other sources
- You reach age 75.

Warning: The income you get from this investment may go down as well as up.

3 Taking your pension fund as taxed cash

After taking your maximum retirement lump sum, you may be able to take the rest of the fund as a cash sum. There are certain legal restrictions on taking up this option. If you can show that you are guaranteed to receive a pension income for life (from other sources) of at least €12,700 a year, you may take the rest of your pension fund as cash. You will have to pay tax on this at your highest rate of income tax and any other taxes or levies due at that time. If you are not guaranteed a pension income for life of at least €12,700, you must invest €63,500 (or the rest of the fund, whichever is lower) in an AMRF, or buy a pension with the same amount.

You can take any fund left as cash, which you will pay tax on. These limits may change in the future. When you are taking your retirement benefits, you will need to give us all relevant information about your existing pension arrangements and income. We will let you know the limits that apply to you when you are taking your retirement benefits.

Your open-market option

You can choose to buy your pension income (annuity) from any provider. This is called an 'open-market option'. If you move to another provider, you may get a higher or lower pension income. Once you know what type of pension interests you, you can compare the different levels of income on offer. Your financial adviser can help you with this and you can also see the National Consumer Agency website www.itsyourmoney.ie. It is also possible to buy an ARF or AMRF product from a Qualified Fund Manager other than us.

Maximum pension fund

From the 7 December 2010, the maximum pension fund allowed at retirement from all sources for tax purposes is €2,300,000. This is called the standard fund threshold (SFT). Any fund more than €2,300,00 will be taxed at the higher rate for income tax (currently 41%). This tax is taken from the pension fund before your retirement benefits are payable.

6 Your questions answered

What is the minimum contribution that can be paid into the plan?

The employer must pay 10% of the total yearly contributions excluding AVCs. (When working out this figure, we do not take account of any additional voluntary contributions you may pay.) The employer can pay all the contributions.

The minimum amount you can contribute by direct debit is €300 a year.

What payment options are there under the plan?

Your employer can pay regular contributions every month, every three months, every six months or every year by direct debit from their bank account.

If you want to also pay regularly, your employer should take these contributions from your salary before tax and pay them and their own contributions into the bank account from which we will take the total contribution.

You can only pay one-off lump-sum contributions by cheque.

If you start your plan by paying one-off contributions, you will not then be able to pay regular contributions into that plan.

Can contributions be changed over the term of the plan?

At any stage, the trustee can let us know that contributions are to be increased, reduced (to the minimum allowed) or stopped. It is also possible to take a break from contributions and start again in the future. There is no penalty for changing the contributions. Certain conditions may apply depending on what fund choice is made. This will be outlined in the terms and conditions.

Any illustrations we may provide of estimated values at retirement will assume your contributions continue. As a result, the expected fund could be lower than that shown. Reducing or stopping the contributions will reduce the value of the pension benefits when you retire. If contributions are being stopped or reduced, you should contact your financial adviser.

What is the Clear Executive Pension plan likely to be worth when I retire?

This example shows the estimated future values of a typical Clear Executive Pension plan based on a 35-year-old who plans to retire at age 65 and is paying €500 a month, increasing at 3% a year. This is a sample case.

Year	Expected value
1	€5,835
2	€12,096
3	€18,894
4	€26,214
5	€34,089
10	€83,201
15	€152,134
20	€247,591
25	€377,792
30	€553,968

Warning: These figures are estimates only. They are not a reliable guide to the future performance of your investment.

Note: We assume an investment return of 6% a year before deductions, a contribution charge of 5% and investment in the Consensus Fund which has a yearly fund charge of 1%.

Under regulations, we also have to assume that your contributions increase by 3% each year. In reality, if you choose this option, contributions will increase by 5% each year (or in line with the consumer price index if this is higher).

The investment term is 30 years and the number of monthly contributions we have assumed is 360.

The figures in this table take account of the government pension levy which is payable. The table of benefits assumes that the plan starts in April 2013. The pension levy will be deducted as at the end of June in each years 2013 and 2014.

The figures shown take account of the Pensions Board current yearly charge of €8. Please see page 11 for details.

Do the contributions increase with inflation?

If the trustee agrees, your employer can automatically increase their contributions each year in line with the Consumer Price Index (a measurement of inflation), or by 5% if this is higher. This is very important as it protects the contributions and future benefits from losing any value due to inflation.

Can this plan be used as security for a loan?

You cannot transfer the legal rights to this pension plan to anyone else.

Can the plan be cancelled?

If the trustee feels that the plan is not suitable, they can cancel it by writing to us at:

Irish Life Assurance plc
Lower Abbey Street
Dublin 1.

If they do this within 30 days of the date we send terms and conditions of the plan to the trustee, we will cancel the plan and refund any regular contributions made. We will return one-off contributions and transfer values less any fall in value due to market conditions and in line with Revenue rules.

Do I have to pay tax on my pension?

Under current law, when you retire you can take some of the fund as a retirement lump sum. We explain how much of this you may be able to take tax free on page 25. You will have a number of options as to how you can use the rest of your pension fund. The tax you pay will vary depending on which one you choose. If you choose to buy a pension for life, your income will be taxed as income in the normal way.

If you invest in an ARF or AMRF, you will have to pay tax on any withdrawals that you make.

For tax purposes, the current maximum pension fund you can have is €2,300,000 from all sources. If you have pension funds over this amount, you will be taxed at the higher rate for income tax (currently 41%). This tax is taken from the pension fund before your retirement benefits are payable. You should consult your financial adviser for more details.

You will have to pay standard rate income tax on any retirement lump sum between €200,000 and €575,000. Any amounts over €575,000 will be taxed at your marginal rate as income. The USC, PRSI (if applicable) and any other taxes or government levies will be taken.

What is a personal fund threshold?

If you have a Personal Fund Threshold Certificate issued from the Revenue, your maximum pension fund at retirement may be more than €2,300,000. You should contact your financial adviser or Irish Life for more details.

When can I retire?

Before the pension scheme is set up, the trustee will decide the normal retirement age of the member. This is normally at 65 but can be any age between 60 and 70. Some occupations allow an earlier retirement age than 60.

Can I retire early?

If the trustee agrees, you may be allowed to retire earlier than the normal retirement age under the scheme. Early retirement is allowed from age 50. However, the fund available will be less than expected and we will reduce the maximum pension benefits outlined on page 5 as a result. See also the section below on early retirement due to ill health.

What happens I have to retire early because of ill health?

If the Revenue Commissioners, the employer and the trustees approve, you can retire early because of ill health and take your pension benefits immediately. The pension may be low because contributions are stopping at an earlier age and the pension will have to last longer as you will be retiring early.

What happens if I die during the term of plan?

We will pay the value of the fund to the trustee who will pay it to your beneficiaries in line with the scheme rules. The maximum lump sum if you die before leaving your job is four times your final salary, plus the value of any employee contributions or AVCs. A pension may also be paid to your spouse, registered civil partner or dependant.

Can I take funds out of the Clear Executive Pension plan?

In most cases you will only be able to access your company pension at your normal retirement age or due to early retirement.

Where you have paid Additional Voluntary Contributions (AVCs) to your company pension scheme you can take a once off withdrawal up to a maximum of 30% of the value of your AVCs before 26 March 2016. If you decide to take a withdrawal which is less than 30% of the value of your AVCs, you will not be able to take another withdrawal.

You will have to pay income tax at your marginal rate if you take a pre-retirement AVC withdrawal. Irish Life is obliged to deduct income tax at the highest rate (currently 41%) from this withdrawal unless you provide us with a tax certificate before the withdrawal is paid.

Taking a pre-retirement AVC withdrawal will reduce the amount available to you in retirement. Before deciding to take a withdrawal from your AVCs you should be sure that you have made other arrangements for your retirement. You should contact your financial adviser for more information on this. You should also contact your trustee.

What are my options if I leave the company?

If you leave your job, contributions to the plan must stop. A number of options may be available.

- You can make the pension plan 'paid up'.
- We can pay a refund of your contributions back to you.
- We can pay a transfer value into another company pension scheme or PRSA, if you prefer.

Paid-up pension
Although contributions in the plan must stop, the fund continues to be invested in the funds you have chosen until the trustee decides to take the benefits in line with the rules of the scheme. This is called making the plan 'paid up'. We will continue to take any ongoing charges, including the fund charge, from the fund.

Refunding your contributions
You can choose to take a refund of the value of your contributions if you have been a member of the scheme for less than two years and we have

not received a company pension transfer value. This refund is taxed at the standard income tax rate. If you choose to have the refund paid direct into an approved PRSA instead of taking it as cash, you will not pay income tax on the transfer. You cannot get a refund of your contribution if you are a 20% director (where you own more than 20% of the company directly or indirectly). If we do refund the value of your contributions, we will pay the value of your employer's contributions to the trustee. Any amount we refund to the employer is a taxable trading receipt under corporation tax rules.

Transfer value

You can ask us to transfer the value of the fund to:

a) another occupational pension scheme, for example the pension plan of your new employer;

b) a personal retirement bond which is a pension plan in your name, giving you control of the fund (based on your salary and service during employment with your 'old' employer); or

c) an approved PRSA.

Depending on the value transferred and your service, certain restrictions may apply.

Is the pension fund protected if the company goes into liquidation?

The assets of the pension scheme are for your benefit only and are totally separate from the company. In most cases, if a company goes into liquidation, the company pension plan will be 'wound up'. The trustees of the pension plan are responsible for winding up the pension plan, according to the rules of the plan and current law.

You have a number of options similar to those available to you if you leave the company, but they do depend on the terms of the winding up. We have already described these options in the previous answer.

Do I have to retire to take my benefits?

You do not actually have to retire to take your pension once you have reached normal retirement age. If you stay working after retirement age, you can:

- delay taking any benefits until you actually retire;
- take the pension and retirement lump sum at your normal retirement age; or
- if you take your retirement lump sum based on your salary and service you can take your retirement lump sum at your normal retirement age and delay the pension until you retire. The option of delaying your pension until you retire is not available if you take 25% of the fund as your retirement lump sum.

See pages 25 to 28 for more details about your retirement options.

Who is the Clear Executive Pension plan provided by?

The Clear Executive Pension plan is in the form of an insurance policy and is a contract between us, at Irish Life, and the trustee as owner of the plan. This booklet explains most aspects of the contract but you will find specific details in the contract's terms and conditions booklet which is sent to the trustee when the contract is issued.

Complaints and questions

If you have a complaint, please contact your trustee or our Customer Service Team. If you believe that you have suffered a financial loss as a result of poor administration of your scheme, or if there is a dispute about a fact or law, you should firstly talk to the trustee. By law the trustee has to set up and follow an 'internal disputes resolution' procedure, which they must publish and make available to you.

You can find more information on this from the Pensions Ombudsman at the following address.

The Office of the Pensions Ombudsman
36 Upper Mount Street
Dublin 2.

Phone: 01 647 1650
Fax: 01 676 9577
Email: info@pensionsombudsman.ie
Website: www.pensionsombudsman.ie

The trustee will investigate the matter for you. You can appeal against their decision to the Pensions Ombudsman.

Both you and the trustee can appeal to the High court against the decision of the Pensions Ombudsman. You should contact the Pensions Board at the address below if you have any other complaints.

The Pensions Board
Verschoyle House
28/30 Lower Mount Street
Dublin 2

Phone: 01 613 1900
Fax: 01 631 8602

For all other questions, please contact our Customer Service Team and we will try our best to sort out the matter.

If you, as the trustee and owner of the plan, have a complaint, you should contact:

Customer Service Team
Irish Life
Irish Life Centre
Lower Abbey Street
Dublin 1.

If you are not satisfied after contacting our Customer Service Team, you can contact:

The Financial Services Ombudsman
3rd Floor
Lincoln House
Lincoln Place
Dublin 2.
Lo-call: 1890 88 20 90
Fax: 01 6620890
Email: enquiries@financialombudsman.ie
Website: www.financialombudsman.ie

Information on the contributions for each benefit

The contribution level is specific to each pension plan and will be outlined on your plan schedule.

Each fund in the panel of funds contains a number of identical units. We will work out the value of each unit by referring to the net value of the assets of the fund after deductions. We set aside a number of these units for the policy so we can work out its value.

General information on the tax arrangements which apply to the type of plan

Your employer can set their regular contributions against the corporation tax they are due to pay in the company tax year in which contributions are paid. This applies as long as this is within Revenue contribution limits. You can set your contributions against the income tax you are due to pay in the tax year in which you pay the contributions, as long as this is within Revenue contribution limits.

Contributions are invested in a tax-exempt fund. When you retire you may be able to take part of the fund as a tax-free lump sum. You will have to pay income tax on income from a pension or ARF or AMRF after you retire. If you die before you retire, your representatives will have to pay Capital Acquisitions Tax on any benefit. The limit for Capital Acquisitions Tax depends on your relationship with the person who will receive the benefits.

Maximum contribution limits

The maximum contribution that you can make depends on your age. These limits are shown on page 5 and apply to total contribution to the company's plan (in other words your ordinary pension contribution as well as any AVCs made to other pension schemes). In a company pension plan the company must pay at least 10% of the total contribution (not including AVCs) each year. The company can contribute as much as is needed to provide the maximum benefits.

Maximum benefit limits

The following limits apply to the combined benefits from your pension plans when you reach normal retirement age.

- The maximum pension is 2/3 of your salary. If you have less than 10 years employment with your company when you retire, your limits reduce, depending on the length of time you have actually been employed.
- The maximum retirement lump sum is one-and-a-half times your final salary. If you take a retirement lump sum, this reduces the pension you are allowed. If you have less than 20 years employment with your company when you retire, the limits for your retirement lump sum reduce, depending on the length of time you have actually been employed. You also have the option instead to take 25% of the fund as a retirement lump sum. The maximum lump sum you can receive tax free from all sources is €200,000. Any lump sums greater than €200,000 will be subject to income tax, please see page 26 for more details.
- The maximum dependant's pension, available when you die, is 100% of your retirement pension. Any children's pension plus your

dependant's pension must not be more than your own retirement pension.

There are also limits to:

- the rate at which your pension can increase while in payment;
- early retirement pensions; and
- pensions we pay to directors who directly or indirectly control more than 20% of the voting rights in the company (20% director). Under current law, the current maximum pension fund allowed for tax purposes is €2,300,000.

Is this a defined benefit or a defined contribution scheme?

The scheme is linked to the Clear Executive Pension plan which is a defined contribution scheme within the meaning of the Pensions Act,1990 as amended. This means that the level of benefits when you retire depends on the amount of contributions paid into the plan, the charges applying and the investment return. The scheme is set up as a 'one member arrangement' within the meaning of Article 2 of the Occupational Pension Schemes (Investment) Regulation, 2006 to 2010.

Is the scheme approved?

The scheme rules and the terms and conditions of the plan have been approved by the Revenue Commissioners. Each plan must be approved by the Revenue Commissioners and we will apply for this when we send the contract to the trustee. The Pensions Board will then allocate a registration number and this will appear on your pension benefit statement.

Family law and pensions

If you go through a legal separation, divorce dissolution of a civil partnership, or ending a relationship with a qualified cohabitant a court application for an order for the benefits paid under this plan may be made. You can get more information on how a pension adjustment order works from your solicitor or the Pensions Board. If a pension adjustment order has been granted on your plan you must let us know.

Write to:
The Pensions Board,
Verschoyle House,
28-30 Lower Mount Street,
Dublin 2

Lo-call: 1890 65 65 65
Email: info@pensionsboard.ie

Law which applies to the contract

Clear Executive Pension plan is a retirement benefit scheme as defined by Chapter 1 of part 30 of the Taxes Consolidation Act 1997. The contract will be governed by Irish law. The Irish courts are the only courts that are entitled to hear disagreements. The information in this booklet is based on our understanding of current law, tax and Revenue practice.

B

Information for the Employer/Trustee

Clear Executive Pension plan is a contract with you, the trustee. The contract is provided by Irish Life Assurance plc, which is regulated by the Central Bank of Ireland.

The Clear Executive Pension plan is a retirement benefits scheme, as defined by Chapter 1 of part 30 of the Taxes Consolidation Act 1997. The contract details are in our Terms and Conditions booklet, the scheme rules (with Letter of Exchange), the plan schedule and the application form. The contract is governed by Irish law. The Irish courts are the only courts that are entitled to hear disagreements.

Our head office is at Irish Life, Lower Abbey Street, Dublin 1, Ireland.

The contract is a pension plan, which is used to invest contributions for retirement. The fund built up by the contributions will be available when the member retires to provide pension benefits in the form of a retirement lump sum, an annuity and possibly other options. We invest the contributions in units within a fund or funds the member chooses.

The term of your contract is shown on your plan schedule.

You, as the employer, do not choose the fund or funds. If a member does not choose any funds, then you as the trustee, will decide how to invest the contributions until the member says otherwise.

Each fund contains a number of identical units. We will work out the value of each unit by referring to the net value of the assets of the fund after deductions. A list of these funds is included in this booklet which you should read before you decide to invest.

The value of these units can fall and rise over the term of the plan. If the member dies before they retire, we will pay the value of the fund to you to pass on to their next of kin.

The contract term depends on the retirement age you have chosen for the member and which you will have given on the application. The member, if you agree, can change this date during the term of the plan but the Revenue must be told if they do this.

If you want to stop this contract, you can do so within 30 days of us sending you your Welcome Pack. If this happens, we will refund the contributions paid under the plan in line with Revenue Rules. If any single contributions or transfers have been made, we will refund these (less any reduction in the investment value over that period). Please write to us at the address shown across the page if you want to cancel your plan within the period shown. We strongly recommend that you contact your financial adviser before you cancel the plan. You can stop contributions at any time. Any fund built up will stay with us until benefits can be taken or if you want to transfer the funds.

You can make contributions every month, every three months, every six months or every year by direct debit (usually from the company's account) or every year by cheque. You can also make single contributions by cheque. The contribution you want to pay at the start of the contract will be shown on your plan schedule. Your financial adviser can give you a more specific quotation.

There are certain tax advantages to taking out a company pension. You can use the employer contributions against the employer's liability to pay corporation tax in the company tax year in which contributions are made. However, this must keep within Revenue contribution limits. Member contributions can count towards the members liability to pay income tax in the tax year in which they make their contributions. Again this depends on Revenue contribution limits. Contributions are invested in a tax-exempt fund chosen by the member. When the member retires, they may be able to take part of the fund as a tax-free lump sum, within Revenue limits. Income tax is due on income from a pension (an annuity) or withdrawals made from ARF (and the AMRF gains) after retirement. There may be other taxes due at that time. If the member dies before they retire, we will pay the benefit to you as trustee. Capital acquisition tax may be due depending on who will receive the benefits.

Irish Life as registered administrator

You must appoint a registered administrator under section 59 of Part VI of the Pension Act, 1990 to provide various services such as the member's annual pension benefit statement. On entering into the plan, linked to your one-member company pension scheme, you as trustee will be appointing us to act as registered administrator of the scheme. We agree to act as registered administrator when we accept your application. You or we can choose to end this appointment by giving at least 90 days' written notice to the other.

This 90-day notice period may only be reduced if both you and we agree, or if we have to do it by law.

As part of our job of providing the annual pension benefit statement, you must make sure that you keep us regularly updated on member details; especially if these change since the date you apply to join the scheme.

Contributions

Generally you have to make sure that you pay your contributions over to the pension scheme within 21 days of the end of the month in which they are due.

If you take contributions from the member's salary, you must pay these over to the pension scheme within 21 days of the end of the month in which they have been taken.

If you take any money from the salary of a member, you must give the member a statement at least once a month confirming (for the previous month or since the last statement):

- the amount taken from the member's salary and paid to the pension scheme; and
- the amount of the employer contribution paid to the pension scheme for the member.

Generally, you will have met this requirement if you show on the member's payslip the total amount paid into the pension scheme by both you and them.

Investment duties

Our scheme rules allow for the member to choose the investment strategy. If the member does not choose funds to invest in, then you as the trustee, must make the investment decision. We will only accept investment instructions from the member or from the trustee.

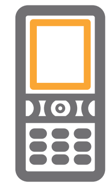
Appointing a new trustee

You, as the employer, have the power under the scheme rules to appoint a new trustee.

Trustee Training

Employers who have set up a company pension scheme must arrange training for the trustees of their pension scheme unless a professional independent trustee has been appointed. This is to make sure that trustees understand their role and their pension scheme. For one-member company pension schemes set up through Irish Life, the employer is usually appointed as trustee. This means that the employer as trustee must receive trustee training and this includes all directors of the company. The training must be completed within six months of becoming a trustee and every two years after this. For more information on your trustee duties and how we support you please see our Trustee Training Workbook included in your Welcome Pack.

The Pensions Board also issue guidance on trustee duties and responsibilities. See their website www.pensionsboard.ie.



Who should I talk to if I have any questions?

If the employee believes they have suffered a financial loss as a result of the poor administration of the scheme, or if there is a dispute of fact or law, they must contact you first. You should write to us at the address we have given if you have any questions or complaints about this plan.

Under the Pensions Ombudsman Regulations 2003 (S.I. Number 397 of 2003) you must set up and follow an internal disputes resolution (IDR) procedure, which you must publish and make available to the member if they ask. You can get more information from the Pensions Ombudsman's office at the following address.

The Office of the Pensions Ombudsman
36 Upper Mount Street
Dublin 2.

Phone: 01 647 1650
Fax: 01 676 9577
Email: info@pensionsombudsman.ie
Website: www.pensionsombudsman.ie

You must then issue a decision on the matter. The employee does not have to accept this decision and can take the matter to the Pensions Ombudsman. Both you and the employee can appeal against the decision of the Pensions Ombudsman to the high court.

All other complaints, which you cannot settle, should be sent to the Pensions Board at:

Verschoyle House
28/30 Lower Mount Street
Dublin 2.

Phone: 01 613 1900
Fax: 01 631 8602

For any help, or for questions you may have, please contact us at Irish Life

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Glossary

Annuity / pension for life
When you retire, you can use your retirement fund to buy an annuity. This is a guaranteed income from your pension fund after you retire. This income is paid on a regular basis for the rest of your life.

Approved retirement fund (ARF)
When you retire, you can invest your retirement fund in a personal investment account called an approved retirement fund. You can withdraw money from the account when you need it.

Approved minimum retirement fund (AMRF)
When you retire, if you do not have a guaranteed pension income for life of €12,700 a year, and you are not buying an annuity, you invest €63,500 from your pension fund into a personal investment account called an AMRF.

These limits may change in the future.

Additional voluntary contributions (AVCs)
These are extra contributions you can pay into your PRSA or company pension to add to the pension benefits already available from your company pension scheme

Bonds
A bond is a type of loan given to a company or a government. Say for example a government wants to raise money, they can issue a bond. If you loan money to a government you get your money back after the set timeframe and you will also receive a fixed interest rate.

Commodities
Raw materials or basic agricultural products that can be bought and sold in recognised markets. Examples of commodities include oil, gas, gold, wheat and cattle.

Equities/shares
Investing in equities means investing in companies on the stock market, and the investor becomes a shareholder. For the purpose of the funds that invest in shares, as described in this booklet, we are the investor and so the shareholder. How those companies perform affects whether the price of units in the fund rises or falls.

Government bonds/gilts
Bonds issued by governments. These governments regularly pay a fixed rate of interest for a set period of time, after which the initial investment is returned.

Indexed fund
A fund that is index-linked, means it tracks the performance of a particular stock market index, rather than investing directly in specific assets that the manager believes will do better.

Inflation
The rate at which the general level of prices for goods and services increases, and as a result, the buying power of money falls.

Unit-linked fund
A unit-linked fund combines your money with money from other investors and buys units in a fund. The number of units you get depends on how much you invest and the price of the units at the time you buy.

Volatility
The potential ups and downs that a fund may experience. The more volatile a fund is, the more likely it is to experience ups and downs that could have a significant effect on the value of your retirement fund.

notes:

Irish Life

Contact us

Phone: 01 704 10 10
8am to 8pm Monday to Thursday
10am to 6pm on Fridays
9am to 1pm on Saturdays

Fax: 01 704 19 00

e-mail: customerservice@irishlife.ie

Website: www.irishlife.ie

Write to: Irish Life Assurance plc, Lower Abbey Street, Dublin 1.

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