



Your Unique Pension

Employee's Guide to Standard Group PRSAs



Irish Life

Your PRSA at a glance

A PRSA is a "Personal Retirement Savings Account" – a new form of pension plan that makes it even easier to save for retirement, because they offer value for money, flexibility and convenience. They work like this:

- You invest either regular payments or once off contributions, or a combination of both. Most people choose regular payments because it's easier and smoothes out the cost.
- You'll then get tax relief on your payments. It would be nice if you could save unlimited amounts into your PRSA and get tax relief, but because the tax breaks are so good, the Government puts limits on them. While you can pay as much as you like, you will get tax relief up to the following limits:

Age under 30	Up to 15% of earnings
Age 30 to 39	Up to 20% of earnings
Age 40 to 49	Up to 25% of earnings
Age 50 to 54	Up to 30% of earnings
Age 55 to 59	Up to 35% of earnings
Age 60 and over	Up to 40% of earnings

Entitlement to tax relief is not automatically guaranteed.

The above limits are a total of Employee plus Employer contributions.

- Your payments are then invested in a fund that grows totally free of tax.
- Finally, you'll hopefully have built up a substantial fund for your retirement. You'll then have a number of choices in terms of what you want to do with that fund at retirement.
- First of all, you can take a quarter of the fund totally free of tax, then with the rest you can choose from the following:
 - 1 Use the balance to buy an income that's payable for the rest of your life, **or**
 - 2 Keep your fund invested in a special fund called an ARF (this is subject to certain restrictions) and take money out of that fund when it suits you, **or**
 - 3 you can keep your PRSA invested as a PRSA post retirement (subject to certain conditions), **or**
 - 4 Take a taxable lump sum (subject to certain conditions)



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1. Introduction

Welcome to the Employee's Guide to Personal Retirement Savings Accounts from Irish Life

In this booklet, we have the answers to your questions about this easy new way to save for your retirement.

Why Save for Your Retirement?

Everybody will have heard of the importance of a pension and having an income to live on in retirement, but why is it so important?

Do you really have to be concerned about making your own provision for those years that you will no longer be working? Will the State not provide a pension?

There are a number of reasons why you need to consider your financial future when you retire from work, as follows.

People are living longer

Statistics from the Central Statistics Office (CSO) show that people are living longer. Life expectancy in the Western world since 1980 has increased by approximately 5 years for both men (to 81 years) and women (to 84 years). This trend could result in us spending more and more of our lives actually in retirement and having to support ourselves financially for maybe 20 years or more.

Don't rely on the State Pension

There is no guarantee that the State Pension will be much higher than it is today. If you were to retire today (September 2007), the State Pension (Contributory) would be €209.30 per week. This represents less than 33% of the projected average industrial wage for 2007 which is just over €33,000 per annum. While some expenses reduce when you retire, such as mortgage repayments for example, other expenses may in fact increase, such as heating and bills as perhaps you spend more time in your home. If you have an adequate pension fund built up, you will not have to rely solely on the State Pension.

Tax Savings

To encourage people to make adequate provision for their retirement, the government has made significant tax breaks available on PRSAs. This eases the burden of setting money aside for your retirement.

1. Basic Features of PRSAs

What are PRSAs?

Personal Retirement Savings Accounts (PRSAs) are a new form of pension plan that make it even easier to save for retirement because they offer value for money, flexibility and convenience. The Government hopes that PRSAs will dramatically increase pension coverage over the next number of years. They have introduced limits to the charging structure and fund choice allowed for pension investments and have imposed certain obligations for employers to help attain that goal of increased coverage. Standard PRSAs offer a new choice for people who want to save for their retirement.

A Personal Retirement Savings Account (PRSA) is a contract between an individual and an authorised PRSA provider in the form of an investment account. This contract is provided through a policy with Irish Life Assurance plc who is an authorised PRSA provider.

How do they work?

PRSAs are an alternative type of pension plan. You can save for your retirement with monthly or once-off contributions which will go into your Irish Life Corporate Business Standard PRSA plan and be invested in whatever investment fund you choose.

The different investment funds available are detailed in the 'PRSA Pension Investment' section.

Tax relief is available on your contributions and the money you save will become available when you retire. These benefits can be taken in the same way as a personal pension plan.

More in depth details on how PRSAs work are contained in the pages that follow.

What are the contribution levels and how can they be made?

Contributions can be made by deduction from your wages or salary by the company payroll. They are very flexible and can be fixed or varied and can stop and start without any penalty. There are limits to the contribution levels for tax relief purposes. These vary depending on age and are set out in **Table 1** in the appendix on page 15.

The minimum annual contributions to a PRSA is €300. There is also a salary cap of €262,382 p.a. for tax relief purposes on contributions.

Who can start a PRSA?

Anyone can take out a PRSA.

What will the charges be?

The charges for PRSAs cannot be defined in monetary terms but can only be expressed as a percentage of the fund value and/or percentage of contributions. The maximum for a standard PRSA is capped each year at 1% p.a. of the fund value (management charge) and 5% of each contribution.

The Preliminary Disclosure Certificate will detail the product's specific charges.

The Policy Terms and Conditions will also detail specific charges.

Irish Life will give 2 months prior notification of any changes in charges.

Is tax relief available?

Anyone who is paying tax and has a PRSA will be able to avail of income tax relief, up to a certain limit. Relief will also be available against PRSI and the health levy.

As an employee you will only have to pay Benefit In Kind (BIK) on any employer contributions where the maximum tax relief limits have been exceeded.

See **Table 1** on page 17 of this brochure for maximum contributions on which tax relief can be claimed.

Please Note: tax relief is subject to Revenue Approval in each case.

Example of how tax relief works

Contribution of €100 Gross	41% Tax	20% Tax
Gross Payment	€100	€100
Less Tax Relief	€41	€20
Less PRSI Relief @ 6%*	€6	€6
Actual Cost to you	€53	€74

**PRSI relief is assumed at 6% here. This will vary depending upon your circumstance. Tax rates shown are those applicable as at September 2007.*

3. How much should I save?

How much should I save into my PRSA plan?

The amount of pension that you will need will of course depend on your personal circumstances when you retire. If you have no other means of income or savings, then you'll probably want a pension equivalent to at least half of your salary. When you include the State pension this should bring your total income to around two-thirds of your income before you retired (depending on your income level). Men and women need to save different amounts during their working lives. We have set out 2 tables below, one for males (Table 1) and another for females (Table 2).

The table below illustrates the percentage of salary that should be saved into your pension fund to secure a pension income in retirement of 50% your current salary. The amount you need to save into your pension each month/year will depend on your age and the length of time you have to retirement.

Table 1 Male - Retiring at age 65

Start contributing at age	% Contribution per annum from salary required for pension of approx. 50% of salary
Column A	Column B
25	17%
30	21%
35	25%
40	31%
45	41%
50	56%
55	88%

Note: These illustrations assume an investment return of 6% per annum up until 5 years before retirement. The assumed rate of return for the final 5 years decreases monthly, starting at 6% and reducing to 4.15% to reflect the gradual movement in asset mix from the PRSA Consensus Fund towards 25% in the PRSA Cash Fund and 75% in the PRSA Pension Protection Fund at retirement as targeted by the Default Investment Strategy. Salary/contribution growth of 3% per annum is also assumed. These rates are for illustration purposes only and are not guaranteed. Actual investment growth will depend on the performance of the underlying investments and may be more or less than illustrated. This illustrated income is assumed to be paid monthly in advance, payable for life (and payable for at least a minimum of 5 years regardless) and increasing by 2% per annum during payment. This table is based on annuity rates calculated in line with the Actuarial Standards of Practice - PRSA 2.



WARNING: The value of your investment may go down as well as up.
The value of the fund may be affected by changes in currency exchange rates.
These figures are estimates only. They are not a reliable guide to the future performance of this investment.
The income you get from this investment may go down as well as up.

How much should I save if I am male?

Looking at Table 1, Column A above shows your age and column B shows the annual pension contribution you need to make. So if you are male aged 30 and you plan to retire at the normal retirement age of 65, you need to be putting 20% of your gross salary into your pension fund each year from now on to obtain a pension income equal to approximately half your salary when you retire.

As you can see, the older you start contributing to your pension the more you have to put in to secure the same pension at 65. If you are aged 50 when you start your pension saving, you need to put in as much as 58% of your salary each year until retirement. It makes sense to start investing and saving as early as you can and let the fund build up over time.

3. How much should I save?

You can make up the percentages shown in Columns B out of your salary solely, or in combination with your employer. For instance, if your employer pays 5% you could pay 11% to make up the total of 16% if this is the amount you feel you need to put into your PRSA.

How much should I save if I am female?

Statistically, as women live longer than men, the cost of buying a pension is greater. This means that females have to contribute slightly more than men throughout their working life. The table below illustrates this.

Table 2 Female - Retiring at age 65

Start contributing at age	% Contribution per annum from salary required for pension of approx. 50% of salary
Column A	Column B
25	19%
30	23%
35	28%
40	35%
45	45%
50	63%
55	97%

Note: These illustrations assume an investment return of 6% per annum up until 5 years before retirement. The assumed rate of return for the final 5 years decreases monthly, starting at 6% and reducing to 4.15% to reflect the gradual movement in asset mix from the PRSA Consensus Fund towards 25% in the PRSA Cash Fund and 75% in the PRSA Pension Protection Fund at retirement as targeted by the Default Investment Strategy. Salary/contribution growth of 3% per annum is also assumed. These rates are for illustration purposes only and are not guaranteed. Actual investment growth will depend on the performance of the underlying investments and may be more or less than illustrated. This illustrated income is assumed to be paid monthly in advance, payable for life (and payable for at least a minimum of 5 years regardless) and increasing by 2% per annum during payment. This table is based on annuity rates calculated in line with the Actuarial Standards of Practice - PRSA 2.



WARNING: The value of your investment may go down as well as up. The value of the fund may be affected by changes in currency exchange rates. These figures are estimates only. They are not a reliable guide to the future performance of this investment. The income you get from this investment may go down as well as up.

A few important things you should remember

- The earlier you start saving for your pension the bigger your retirement fund will be (depending on investment returns).
- If you leave it too long to start saving for your pension, the cost may become prohibitive. You may have no option but to settle for an inadequate pension.
- If you want to retire earlier than 65 years of age, the amount you will need to contribute will be higher than the percentages shown here.
- The State Pension (Contributory) is paid in addition to your own pension.

4. Retirement Options

What are the benefits and when are they accessible?

Retirement

It is important to understand that PRSAs do not guarantee a particular level of pension. Instead, they build up a fund which will be available on retirement. The fund can be drawn on at any stage between the age of 60 and 75. All benefits limits are subject to tax rules as apply at that time, and are subject to change. Employees can take early retirement benefits at or after the age of 50.

At retirement the following options are available.

Up to 25% of the PRSA fund can be taken as a tax-free lump sum.

And

The balance can be used to buy a pension with a life assurance company. The level of pension obtained depends on annuity rates at the time of retirement.

Or

The balance can be invested in an Approved Retirement Fund (ARF) and drawn on in your retirement (subject to certain restrictions).

Or

You can keep your PRSA invested as a PRSA post retirement (subject to certain restrictions).

Or

The balance can be taken as a taxable lump sum (subject to certain conditions). You'll find an example in **Table 2** in the Appendix on page 17.

No pension payable under this contract shall be capable in whole or in part of surrender, commutation or assignment.

Availability of the ARF facility is subject to you having a guaranteed lifetime income of €12,700 p.a. This can come from the State pension or/and any pension you have from your main pension scheme. Otherwise up to €63,500 of your fund must be paid into an Approved Minimum Retirement Fund (AMRF) and must remain there until age 75 (withdrawals before age 75 are allowed from the investment growth only).

Illness

If you become seriously ill (permanently incapable through infirmity of mind or body of carrying out your occupation), you can draw on your PRSA immediately, regardless of your age. Irish Life will not pay the amount or value of any PRSA assets on the grounds of permanent incapacity without obtaining appropriate supporting evidence.

4. Retirement Options

Death

On death any PRSA assets will be made available to your personal representatives in line with S787G (3) of Taxes Consolidation Act 1997.

Early withdrawal

The earliest that you can avail of benefits is on your 60th birthday. However, if you are working for an employer and you retire at or after age 50 you can avail of your benefits immediately. However, if you stop paying into your PRSA for more than 2 years and the value of the fund is less than €650, you may be able to take the fund at that stage (subject to certain conditions).

Note: *Apart from the aforementioned situations, there is no provision for payment of PRSA assets to a contributor.*

5. Ultimate Benefits

What information will I get?

We are committed to providing you with all the information you need.

At the start

Before you start a PRSA you will get a document called a 'Preliminary Disclosure Certificate' that will outline the benefits in broad terms. Within 7 days of starting the PRSA you will get a detailed year by year projection of your contributions, fund growth, charges and your likely pension on retirement. You will also receive a PRSA certificate to give to your employer to enable them to pay your contribution through the net pay arrangement (your employer may already have received this from Irish Life). You will also receive the detailed policy terms and conditions. You will have another 30 days to decide whether you wish to continue your PRSA or take a refund of your money.

Subsequently

Every six months we'll send you a statement outlining how much was paid into the PRSA over the last six months and the value of your PRSA at that point. You will also get an investment report on all of the funds your contributions have been invested in. Every year you will get a projection similar to the one outlined in the paragraph above.

Are PRSAs transferable?

PRSAs are very flexible: a PRSA fund with one financial institution may be transferred to another PRSA fund with another institution without any penalty or charge.

If you change jobs, or become self-employed, you can leave your PRSA where it is (but you cannot keep paying into it). You can transfer the value of your PRSA into a new PRSA (for example, an individual PRSA with Irish Life) and then continue making contributions. However, if you join a new occupational pension scheme this will mean that tax relief will no longer be available on the PRSA contributions unless you have another non-pensionable income on which it can be claimed.

Can I add life cover to my plan?

Standard PRSAs cannot offer life protection or other benefits as part of the product, nor can standard PRSA literature mention or promote other products outside the PRSA plan.

6. PRSA Pension Investment

How to maximise your pension at retirement

With a PRSA pension plan, there are a number of factors that will influence the size of the fund you build up for retirement.

1. The amount you contributed to your PRSA fund each month. The bigger the contributions, the bigger the pension.
2. The performance of the investment fund.
3. The length of time the investment has to grow before retirement.
4. The PRSA charges.

Making the right investment decision for your PRSA pension fund

It is important that you take the time to understand the investment options available. Choosing the right funds can ensure that your pension savings work hard for you. Obviously the more you contribute to the pension scheme, the bigger the fund is likely to be, but choosing the right investment fund to suit your situation and appetite for risk will help you get the optimum return on your investment. Don't worry, you don't have to be an investment guru to make an informed choice in relation to the funds into which you invest your PRSA contributions. The information on the next few pages will help you understand just what is involved.

If you do not want to make an investment strategy decision there is a default investment strategy that will automatically be chosen for you, therefore skip to page 13.

What way are Pension Contributions invested?

Pension contributions can be invested in a range of assets, which are set out below.

Equities

Also known as company shares. There are different levels of risk and returns associated with different company shares depending on factors such as the company's expected performance, the economy's expected performance, the industry's expected performance etc. The higher the level of risk associated with a share or an industry sector etc, the higher the potential gain or loss on the investment. With a low risk share the return is also expected to be lower, as potentially, there is more certainty involved in investing in it.

Gilts or Bonds

These are loans to governments or large companies. They are usually for a specified length of time and have a specified rate of return associated with them. The amount of risk attached is therefore lower than with shares. However, they can fall in value if interest rates rise.

6. PRSA Pension Investment

Property

Pension funds can invest in offices and commercial property. The risks and return can vary depending on the rent gained on the property and the appreciation or depreciation of the underlying asset. A property fund may not be as liquid as an equity fund. For example, it is not as easy to buy and sell property as it is to trade in and out of the other assets.

Cash

Leaving funds in cash deposit form is very low risk but the return is also low due to the high level of certainty involved and low interest rates. The potential downside here is that returns could be so low that the value of the money is eroded by inflation over a period of time.

Fund Managers Role

The job of a Fund Manager is to bundle together different combinations of assets into a fund to offer different levels of potential risk and return to pension investors. The overall fund is divided into units. The price of the units reflects the value of the assets in the fund. This is known as a unit-linked fund. As a result members don't have to choose specific shares to invest in. Investing in a range of assets helps spread the risk so that investors are not over-exposed to fluctuations in individual shares.

Allowing all pension plan members to pool their contributions into one fund provides certain advantages. This means that members get better value. For example, the fund will pay lower charges for purchasing shares than if each individual member had to purchase shares in his/her own name.

Different Types of Fund Investment

One of the decisions that you will have to make is whether your PRSA contributions are invested in an actively managed fund or invested in an indexed/passively managed fund.

Active Fund Management

Within an active managed fund, the Fund Manager undertakes research and makes decisions on what stock or shares the funds should invest in, based on their own view of economic conditions. The aim of the Fund Manager is to out-perform the average manager.

Actively managed funds will contain market risk and fund manager risk. There is market risk because it is invested in equities and manager risk because the fund manager makes all the investment decisions. Therefore, the level of risk associated with actively managed funds is generally higher than indexed/passively managed funds (which are explained later). This also means that the level of expected returns or losses can be greater. There is the potential for higher returns but there is also more potential risk associated with the returns over time.

The Irish Life PRSA Active fund is one example of an actively managed fund. It is invested in a number of different asset classes such as equities, bonds and property. It also invests in a range of international markets. See details in next section.

6. PRSA Pension Investment

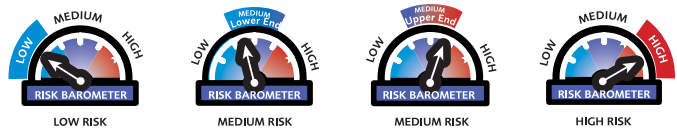
Indexed Fund Management

To avoid the risk of an investment manager whose funds perform below the rest of the market, pension funds can be invested in indexed managed funds (also called passively managed funds). With indexed funds the fund manager does not choose which shares to invest in. Instead the fund manager replicates the returns of a particular benchmark index, (eg FTSE 100), by investing in shares in the same proportion as they are contained within the index. This means that the performance of the fund will always be very similar to the performance of the rest of the market and will be close to the average performance of other fund managers.

The Irish Life PRSA Consensus Fund is one example of an indexed managed fund. See details below.

Different types of Investment Funds available for your PRSA

The Risk Barometer



We have used a Risk Barometer for our fund groups to illustrate what we believe to be the level of potential risk associated with them.

In general, equities would have a greater perceived risk weighting than fixed interest securities, ie government gilts/bonds. The different levels of risk associated with different funds therefore, is influenced by the different proportion of gilts/bonds, cash, or equities in the fund. Additional factors that influence the risk levels include, the different markets the funds are invested in and whether the funds are actively managed by individual fund managers or mirror what the overall market has invested in.

The Risk Barometer will help you decide on the fund most suitable to your risk preference.

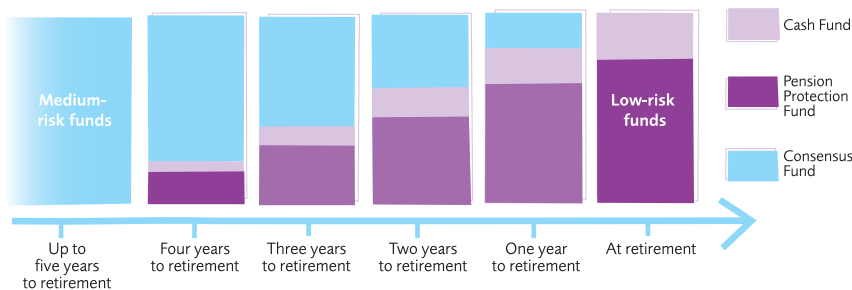
Unless you tell us otherwise, we invest your money in line with the Default Investment Strategy. This is an investment strategy that will gradually change the risk profile of your fund as you get closer to retirement. However, if you want, you can invest in the other fund choices that are offered. At any time you can switch some or all of your money free of charge from one fund to another by writing to us.

6. PRSA Pension Investment

Default Investment Strategy

The objective of the Default Investment Strategy is to achieve investment returns which are greater than the rate of inflation, while at the same time protecting the value of your fund as you get close to retirement.

Your PRSA will initially be invested in a fund called the PRSA Consensus Fund, which has a high weighting in equities. In order to secure the investment gains of earlier years we gradually switch the fund into lower risk funds as you approach retirement. (These funds are called the PRSA Cash Fund and the PRSA Pension Protection Fund). The switching commences five years before your normal retirement date and gradually moves the fund from being 100% invested in the PRSA Consensus Fund to a split of 25% in the PRSA Cash Fund and 75% in the PRSA Pension Protection Fund on your normal retirement date. (These funds are described in more detail on page 14). This switching process is illustrated in the graph below.



The Default Investment Strategy is not intended to be free from risk or volatility. We believe though that it represents a good compromise between maximising investment returns and providing security in the years immediately before retirement for the typical contributor saving for retirement.

The mixture of funds and timing of fund switches in the Default Investment Strategy is reviewed from time to time (at least yearly and following any exceptional events) by the PRSA Actuary in order that to ensure that the strategy continues to suit current investment conditions. Therefore the period of switching is subject to review.

Default Investment Strategy Funds

Three funds make up the Default Investment Strategy: PRSA Consensus Fund, PRSA Cash Fund and PRSA Pension Protection Fund. These are detailed below.

6. PRSA Pension Investment



PRSA Consensus Fund

The PRSA Consensus Fund aims to provide performance that is consistently in line with the average, by using the combined wisdom of the main fund managers in the Irish market. It looks at where they invest, and does the same more cost-effectively, which should mean better long-term performance. It also removes the risk of choosing the wrong fund manager because you have all of them working for you.

And, because the consensus mix tends to mainly invest in shares, it should perform well over the long term. It's an approach that has made the Consensus Fund the most popular fund in Ireland with over €6 billion being managed on behalf of thousands of pension investors.



PRSA Cash Fund

This invests in cash-type investments and so is very secure, but does not grow very fast. We aim to have one quarter of your money invested in the PRSA Cash Fund when you retire to lock in **your tax-free lump sum**.



PRSA Pension Protection Fund

The PRSA Pension Protection Fund mainly invests in government-backed bonds. Although the value of this fund can rise and fall, it tracks annuity rates. So, the value of the fund should tend to rise if pensions become more expensive. As such, we aim to have the rest of your money invested in this fund when you retire to **secure your pension income**.

If you do not want to select the Default Investment Strategy, there are other fund choices available to you.



Other Fund Choices

PRSA Fixed Interest Fund

This fund invests in a range of fixed-interest Government Securities offering attractive interest rates and the potential for growth. It offers the possibility of high returns but the value of your pension fund may fall in line with bond markets.



PRSA Active Fund (Actively Managed Fund)

This Fund aims to provide highly competitive, above-average returns over the long term. The PRSA Active Fund invests in a range of assets, including company shares in Ireland and abroad, property and government gilts, bonds and cash as appropriate.



PRSA Equity Fund (Actively Managed Fund)

This fund aims to achieve high growth by investing specifically in selected companies around the world with a proven track record. In aiming for the highest possible return, there is also a higher level of risk.



PRSA Global Equity Fund (Indexed Managed Fund)

This fund is invested in equities around the world i.e. Irish, UK, European, US, Japanese and Pacific equities. The fund aim within each equity market is to attain a return in line with the local index, for example in the US the fund aims to track the performance of the Standard & Poors 500 index.

7. Employer Obligations

What are your employer's obligations?

Your employer can contribute to your PRSA but they are not obliged to. They are obliged, however, to put a Standard PRSA plan in place for any employees who want to save for their retirement and do not have access to their company pension plan with certain exceptions (e.g. company pension schemes are allowed to have a waiting period of up to 6 months). You can choose whether or not to invest in this Standard PRSA. Your employer must then remit any contributions to Irish Life.

Employers must:

- Notify any employees without access to a pension scheme of their right to contribute to a standard PRSA.
 - Allow a PRSA provider reasonable access during working hours to employees in order for them to open a PRSA.
 - Deduct any contributions you wish to pay from your salary and send them to the PRSA provider.
 - This must be done within 21 days of the end of the month in which the contribution was deducted from salary.
 - Notify you on a monthly basis of what contribution was deducted (this could be indicated on your payslip) and provide Irish Life with the amount deducted.
-

What employers are not obliged to do:

- Employers are not obliged to contribute to the PRSA plan but they can if they wish to.
- Employers do not have to give any advice to their employees but they must allow a PRSA provider reasonable access to the employees in order to brief them on the PRSA plan.

Appendix: Tables 1 and 2

Table 1: The limits on PRSA contributions for tax relief purposes:

Age reached during the tax year	% of total earnings allowed to contribute in any tax year
Under 30 years of age	15%*
30-39	20%*
40-49	25%*
50-54	30%*
55-59	35%*
60 or over	40%*

*includes employer and employee contributions.

Note

- Maximum earnings for tax relief purposes are €262,382 p.a.
- Tax relief is available on an annual contribution of €1,525 paid, even if this exceeds the normal income based limit.
- If an individual pays more than the tax relief limit allowed in that year, he/she can carry forward the excess to future tax years and possibly have it offset against relevant earnings (within limits imposed by the Revenue).
- Contributions to Retirement Annuity contracts and to PRSAs are aggregated when calculating the maximum tax relief.

Table 2: An example of the benefits available at, say, age 65:

PRSA Fund at retirement	Tax Free Lump Sum	Projected Pension for Life		
			Male	Female
€50,000	€12,500	Plus	€167 p.m.	€153 p.m.
€100,000	€25,000	Plus	€335 p.m.	€306 p.m.



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Notes to Table

- These illustrations assume an investment return of 6% per annum up until 5 years before retirement. The assumed rate of return for the final 5 years decreases monthly, starting at 6% and reducing to 4.15% to reflect the gradual movement in asset mix from the PRSA Consensus Fund towards 25% in the PRSA Cash Fund and 75% in the PRSA Pension Protection Fund at retirement as targeted by the Default Investment Strategy. Salary/contribution growth of 3% per annum is also assumed. These rates are for illustration purposes only

and are not guaranteed. Actual investment growth will depend on the performance of the underlying investments and may be more or less than illustrated.

- This illustrated income is assumed to be paid monthly in advance, payable for life (and payable for at least a minimum of 5 years regardless) and increasing by 2% per annum during payment. This table is based on annuity rates calculated in line with the Society of Actuaries in Ireland Actuarial Standards of Practice - PRSA 2.
- If the residual fund (75%) is invested in an ARF instead of buying an annuity (subject to restrictions), the rate of drawdown from the fund is up to the individual. However, depending on the rate of drawdown and the rate of investment return on the ARF, there is no guarantee that the fund will be sufficient to provide an income for life.

Appendix

3. Who should I talk to if I have any questions or complaints?

We will do our best to sort out any complaint you may have.

If you have a complaint and are not satisfied that it has been properly or adequately dealt with, you do have further options.

In accordance with Part XI of the Pensions Act 1990, you may also refer a complaint or dispute under this contract to the Office of the Pensions Ombudsman at 36 Upper Mount Street, Dublin 2. The Pensions Ombudsman is a statutory body. Decisions of the Office may be appealed by either party to the High Court.

You may refer your complaint to the Financial Services Ombudsman's Bureau at 3rd Floor, Lincoln House, Lincoln Place, Dublin 2.

4. Your policy

Your policy is provided by Irish Life Assurance plc and will set out the details of your contract with us. This brochure is only meant to be a guide to help you understand your Standard PRSA and does not give all the details of your policy. These details will be in your policy schedule. We will include more specific details and rules in your policy terms and conditions, which you should also read carefully.

Your application form and policy will be your legal contract with us. The contract will be governed by Irish law. The Irish courts are the only courts that are entitled to hear disputes. The information in this brochure is based on our understanding of current law, tax and Revenue practice as at September 2007.

Irish Life Corporate Business, Irish Life Centre, Lower Abbey Street, Dublin 1.

Phone: 01 704 1900. Fax: 01 704 1957. Website: www.irishlife.ie/corporate-business/



Irish Life
prsa...
standard



Irish Life

Irish Life Corporate Business

Your Unique Pension

About Irish Life

More Irish people choose Irish Life to manage their pension plan than any other company. In fact, we manage over €10 billion on behalf of pension customers. What's more, every week of every year, we pay out more retirement benefits than anybody except the State.

Why? Because, as the pension experts, our experience has led us to design smart solutions for pension customers. Solutions, not just in terms of the products we offer, but also in terms of unrivalled fund choice and customer communication.

No wonder Irish Life is Ireland's number one choice for pensions.

Irish Life Corporate Business

Lower Abbey Street,
Dublin 1.

Tel: (01) 704 2000

Fax: (01) 704 1957

Web: www.irishlife.ie/corporate-business/

Corporate Business Sales Support

Email: sales.support@irishlife.ie

Tel: (01) 704 1845

Fax: (01) 856 3829

Irish Life Assurance plc is regulated by the Financial Regulator.



Irish Life