

Institutional Retirement Income Council

Types of Institutional Retirement Income Products



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Types of Institutional Retirement Income Products



Number	Product Category	High Level Description	Nature of Income Guaranteed	Fee Structure	Product Distributor	Product Insurer
1	In-Plan Deferred Fixed Annuity	<ul style="list-style-type: none"> Each contribution purchases guaranteed future income Contributions are typically invested into insurance company general account Purest 'DB in DC' 	<ul style="list-style-type: none"> Maximizes initial income at time of investment (no upside potential) Participant must annuitize account to receive income benefit 	<ul style="list-style-type: none"> Fees are embedded in the purchase rates and impact future income amount Incorporates investment management, longevity, administration, and risk charges 	Hartford (Lifetime Income) → Met Life (Personal Pension Builder) → Barclays Global Investor (SponsorMatch) → Mutual of Omaha (Lifetime Guaranteed Income Account) →	Hartford Insurance MetLife MetLife(Future multiple insurers) United of Omaha Life Insurance Company
2	In-Plan Guaranteed Minimum Income Benefit (GMIB)	<ul style="list-style-type: none"> Each contribution purchases a minimum level of future income Contributions are typically invested into insurance company separate account 	<ul style="list-style-type: none"> Favorable performance of underlying investment portfolio will increase future income Participant must annuitize account to receive income benefit Payment is typically paid out over a lifetime or a lifetime with a period certain 	<ul style="list-style-type: none"> During accumulation phase, explicit investment and insurance fees During the income phase, all fees are typically built into the annuity guarantee 	Genworth (Clear Course Income Benefit) →	Genworth Insurance
3	In-Plan Guaranteed Minimum Withdrawal Benefit (GMWB)	<ul style="list-style-type: none"> Each contribution establishes participant's benefit base upon which future withdrawals are calculated Future income stream is expressed as a percentage withdrawal factor applied to benefit base Participant retains control of account balance Contributions are typically invested into insurance company separate account 	<ul style="list-style-type: none"> Favorable performance of underlying investment portfolio will increase the participant's benefit base Income generated is initiated based on the benefit base Participant does not annuitize account at retirement and has access to their account value during income phase No guarantee of principal; guarantee of income 	<ul style="list-style-type: none"> Explicit investment and insurance fees throughout accumulation and income phases Fee is expressed as percentage of account value or benefit base 	Alliance Bernstein (TBD) → Genworth (Clear Course – Withdrawal Benefit) → John Hancock (Guaranteed Income for Life) → Prudential (IncomeFlex) → Milliman (RGN) → Great-West (SecureFoundation) →	Multiple Insurers (TBD) Genworth Insurance Hancock Insurance Prudential Insurance Multiple Insurers (TBD) Great-West Life & Annuity Insurance Company

Note: Managed account providers are evaluating these types of solutions and they may be added at a later date.

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4	Out-of-plan Rollover Guaranteed Minimum Withdrawal Benefits (GMWB) Institutional Offering	<ul style="list-style-type: none"> Rollover contribution establishes participant's benefit base upon which future withdrawals are calculated Future income stream is expressed as a percentage withdrawal factor applied to benefit base Participant retains control of account balance Contributions are typically invested into insurance company separate account 	<ul style="list-style-type: none"> Favorable performance of underlying investment portfolio will increase the participant's benefit base Income generated is initiated based on the benefit base Participant does not annuitize account at retirement and has access to their account value during income phase No guarantee of principal; guarantee of income 	<ul style="list-style-type: none"> Explicit investment and insurance fees throughout income phase Fee is expressed as percentage of account value or benefit base 	Lincoln (i4Life) Fidelity (MetLife Growth and Guaranteed Income)	Lincoln Financial Group MetLife
5	Out-of-plan Rollover Annuity Platforms "Supermarket Approach"	<ul style="list-style-type: none"> Maximize income at point of distribution Choice of insurers for fixed annuities 	<ul style="list-style-type: none"> Maximizes initial income at time of investment (no upside potential) Participant must annuitize account to receive income benefit 	<ul style="list-style-type: none"> Fees are embedded in the purchase rates and impact future income amount Incorporates investment management, longevity, administration, and risk charges 	Hueler Platform Fidelity Platform	Multiple Insurers Multiple Insurers
6	In-plan Immediate Annuities	<ul style="list-style-type: none"> Purchased at Retirement Maximize income at point of distribution Plan Sponsor selects the insurer 	<ul style="list-style-type: none"> Maximizes initial income at time of investment (no upside potential) Account value is liquidated at time of purchase Participant must annuitize account to receive income benefit Payments are made in a specified amount over a lifetime, a selected period, or a lifetime with a period certain 	<ul style="list-style-type: none"> Fees are embedded in the purchase rates and impact future income amount Incorporates investment management, longevity, administration, and risk charges 	Multiple Insurers	Multiple Insurers

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