



# Benefits Highlights 2023



*Pacific Life is proud to offer a comprehensive benefits package to support the physical, financial, and emotional wellbeing of our employees.*

## Eligibility

You are eligible for the Pacific Life Group Benefits Plan on your hire date, provided you are regularly scheduled to work at least 24 hours per week.

In addition, eligible dependents include:

- Your spouse or registered domestic partner (DP)
- Your children up to age 26, or over the age of 26 if disabled. Your children can include biological children, adopted children, stepchildren, or children of your registered domestic partner. You will need to provide proof of your dependents' eligibility.

## Cost

At Pacific Life, we believe that the cost of benefits is a shared responsibility. This means that benefit plan knowledge, decisions, and expenses should be shared. This philosophy of shared responsibility works best when you take time to read the materials available and make responsible choices. Information that's provided can help you understand your out-of-pocket costs, how to keep them as low as possible, and make sound decisions about your benefits.

Pacific Life's Group Benefits Plan is an Internal Revenue Code Section 125 Plan. This means most options are available on a pre-tax basis, which saves you money by reducing your taxable income. A summary of the plans offered, along with the per-pay-period costs are provided below. Deductions are taken each pay period, with 24 pay periods in the calendar year.

## Medical

In most locations we offer two Aetna medical plan options. Pacific Life is committed to providing affordable healthcare coverage and pays approximately 85% of the cost of medical insurance. If you have medical coverage elsewhere and choose to waive the Pacific Life medical plan, you will receive a \$25 credit each pay period.

MEDICAL COVERAGE				
MEDICAL PLAN	AETNA HIGH DEDUCTIBLE HEALTH PLAN (HDHP)		AETNA POS II	
	IN-NETWORK	OUT-OF-NETWORK	IN-NETWORK	OUT-OF-NETWORK
<b>Annual Deductible</b>	\$2,000 employee only \$5,000 employee + 1 or more	\$4,000 employee only \$10,000 employee + 1 or more	\$400 per person up to \$1,200 maximum per family	\$800 per person up to \$2,400 maximum per family
<b>Out-of-Pocket Maximum</b>	\$4,500 employee only \$7,900 employee + 1 or more	\$9,000 employee only \$27,000 employee + 1 or more	\$2,000 per person up to \$6,000 maximum per family	\$6,000 per person up to \$18,000 maximum per family
<b>Health Savings Account</b> (see below for more details)	<b>Company Contribution –</b> Paid as a lump sum; Annual amount will be prorated based on hire date: Employee only: \$500 Employee + Dependents: \$1,000		N/A	
<b>Cost Per Pay Period</b>	Employee Only: \$18.65 Employee + Child(ren): \$53.77 Employee + Spouse/DP: \$94.92 Family: \$129.80		Employee Only: \$51.77 Employee + Child(ren): \$119.99 Employee + Spouse/DP: \$171.07 Family: \$232.45	

### Health Savings Account

The Aetna High Deductible Health Plan (HDHP) features a tax-sheltered Health Savings Account (HSA). When you enroll, you will receive a debit card, which you can use to pay for qualified healthcare expenses. Pacific Life makes an annual lump-sum contribution into your HSA of \$500 for employee only coverage and \$1,000 if you are covering at least one other dependent. This amount is pro-rated based on your date of hire.

In addition to the company contribution, you can make pre-tax contributions each year, up to IRS limits. The money in your HSA is always yours to keep. You can use the money in your account now, or let it grow for future expenses – even those in retirement. Your account also earns tax-free interest along the way. Once your balance reaches \$1,000, you'll have the option to invest your money into a variety of mutual funds to potentially increase the value of your account.



## Behavioral Health

Aetna provides mental health benefits and substance-use disorder services for Pacific Life employees enrolled in medical coverage. In addition, the Aetna behavioral health benefit covers ABA therapy for qualified dependents. The behavioral health and substance-use disorder benefits share the same deductibles, coinsurance, copays and out-of-pocket maximums with your medical plan.

For more information about the medical plans and behavioral health coverage, please review our plan comparison, which provides a side-by-side comparison of the medical options.



<https://www.pacificlife.com/crp/public/misc/2023-medical-plan-comparison.pdf>

## Additional Company-Paid Resources

The following resources are available to employees and covered dependents enrolled in a Pacific Life medical plan through Aetna:

### Teladoc

Provides 24/7 access to a national network of U.S. board-certified doctors and pediatricians via phone or video consultation. Teladoc can diagnose, treat and prescribe short-term medications, when appropriate, for many low-risk medical issues.

### Informed Health Line

Aetna's 24-hour nurse line can provide helpful information and possibly prevent an unneeded trip to the emergency room or urgent care. Make smarter health decisions and have reliable information you can trust at only a phone call or click away.

### Consumer Medical

Consumer Medical's expert team of doctors, nurses and researchers offer personalized, one-on-one support and detailed information on diagnoses and treatment options from cancer and diabetes to depression and the flu to help you make medical decisions with confidence. This is a free benefit offered to all Pacific Life employees and their eligible dependents, regardless of medical plan enrollment.



## Dental

Pacific Life offers a variety of dental options designed to promote regular dental visits and good oral health. You can choose a PPO plan (available nationwide), in which you can visit any dentist you choose, but your out-of-pocket costs will vary depending on whether the dentist is in or out of network. In many locations we also offer an HMO plan, in which you are required to elect a dentist/orthodontist that is within the HMO network. An overview of coverage is provided below:

DENTAL COVERAGE			
DENTAL PLAN	DELTA DENTAL	DELTACARE HMO (CA RESIDENTS ONLY)	CIGNA DENTAL HMO (MOST LOCATIONS OUTSIDE CA)
<b>Annual Deductible</b>	In-Network: \$50 per person Out-of-Network: \$100 per person	No Deductible	No Deductible
<b>Copayment</b>	Diagnostic and Preventive Services: covered at 100%, with no deductible Basic services: 80%, after deductible Major services: 50%, after deductible Implant benefits: 50%, after deductible TMJ/MPD benefits: 80%, after deductible	Most diagnostic, preventive and restorative services: \$0 copay Basic services: copay varies Major services: copay varies Implant benefits: not covered TMJ/MPD benefits: not covered	Most diagnostic, preventive and restorative services: \$0 copay Basic services: copay varies Major services: copay varies Implant benefits: not covered TMJ/MPD benefits: not covered
<b>Orthodontia</b>	After deductible, covered at 50% up to \$1,500 lifetime maximum per person	Partial coverage available for up to 24 month Start-up fee: \$100 copayment Children (to age 19): \$1,600 copayment Adults and covered dependent adult children to age 26: \$1,800 copayment Treatment must be provided by a contracted DHMO Orthodontist	Partial coverage available for up to 24 month Start-up fee: As much as \$777 Children (to age 19): \$2,280 copayment Adults: \$3,000 copayment Treatment must be provided by a participating HMO panel provider
<b>Maximum Benefit</b>	\$1,500 per person per calendar year \$500 lifetime maximum per person for TMJ/MPD benefits	No calendar year maximum	No calendar year maximum
<b>Cost Per Pay Period</b>	Employee Only: \$12.49 Employee + Child(ren): \$24.99 Employee + Spouse/DP: \$28.73 Family: \$38.73	Employee Only: \$3.90 Employee + Child(ren): \$7.80 Employee + Spouse/DP: \$8.97 Family: \$12.09	Employee Only: \$5.87 Employee + Child(ren): \$11.74 Employee + Spouse/DP: \$13.50 Family: \$18.19

## Vision

Pacific Life offers a standalone vision plan through Aetna Vision. An overview of coverage is provided below:

VISION COVERAGE	
VISION PLAN	AETNA VISION IN-NETWORK
Routine Eye Exam	\$15 copay   One exam every 12 months
Frames	\$200 allowance – member pays 80% of balance over allowance   Once every 24 months
Lenses	\$15 copay (additional cost for progressive lenses)   Once every 12 months
Contact Lenses	\$200 Allowance – member pays 85% of balance over allowance (100% of balance for disposable contact lenses)   Once every 12 months
Laser Vision Correction	Members receive the procedure at a discounted rate at contracted facilities
Cost Per Pay Period	Employee Only: \$3.69   Employee + Child(ren): \$7.39 Employee + Spouse/DP: \$8.49   Family: \$11.44

## Flexible Spending Accounts

Pacific Life offers three Flexible Spending Account options. You can fund the accounts with pre-tax dollars from each paycheck up to the annual IRS account maximums.

FLEXIBLE SPENDING ACCOUNTS			
FSA	HEALTH CARE FSA (HCFSAs)	LIMITED PURPOSE FSA (LPFSA)	DEPENDENT CARE FSA (DCFSA)
Details	<ul style="list-style-type: none"> <li>Use funds in your HCFSAs to pay for qualified healthcare expenses, such as deductibles and copays</li> <li>Up to \$610 per year can be rolled over to the following year</li> <li>The HCFSAs are not available to employees contributing to an HSA</li> </ul>	<ul style="list-style-type: none"> <li>Available only to employees enrolled in the Aetna HDHP medical plan</li> <li>Up to \$610 per year can be rolled over to the following year</li> <li>Funds in your LPFSA can only be used to pay eligible out-of-pocket dental and vision expenses</li> </ul>	<ul style="list-style-type: none"> <li>Use funds in your DCFSA to pay for eligible expenses associated with child or elder day care.</li> <li>PL matches 100% of the first \$25 per pay period you contribute to a DCFSA, up to a maximum annual match of \$600</li> </ul>
Annual Minimum	\$120	\$120	\$120
2023 Annual Maximum	\$3,050	\$3,050	\$5,000

## Life Insurance

Pacific Life provides you with company-paid basic life and travel accident. You have the option of purchasing supplemental coverage for you, your spouse/domestic partner and children. To ensure you receive a more valuable benefit, Pacific Life uses your base salary and incentive pay, or Group Insurance Salary (GIS), to determine your benefit amount.

LIFE INSURANCE COVERAGE	
Basic Term Life Insurance	100% Company Paid One times your annual GIS, up to a maximum of \$500,000
Supplemental Term Life Insurance	Coverage is optional Increments of 1 to 5 times your GIS, up to a maximum of \$1,000,000
Accidental Death and Dismemberment (AD&D)	Coverage is optional Increments of 1 to 5 times your GIS, up to a maximum of \$1,000,000
Travel Accident	100% Company Paid 5 times your annual GIS, up to a maximum of \$500,000
Spouse/Domestic Partner Life Insurance	Five coverage options available, \$50,000 – \$250,000 Employee must be enrolled in Supplemental Term Life Insurance
Dependent Child Life Insurance	Flat \$10,000 benefit that covers all eligible children Employee must be enrolled in Supplemental Term Life Insurance

## Disability

Pacific Life's disability plans provide income protection if you cannot work due to illness or injury. The company provides basic short-term and long-term disability at no cost to you, and you have the option of enrolling in supplemental long-term disability, as shown below:

DISABILITY COVERAGE	
Short- Term Disability (STD)	100% Company Paid Covers 100% of your annual GIS, for first 8 weeks of disability, then 80% of GIS for 9-26 weeks of disability
Basic Long-Term Disability (LTD)	100% Company Paid 40% of annual GIS, up to a maximum of \$3,000 per month
Supplemental Long-Term Disability	<b>Option 1</b> – Additional 10% of annual GIS, up to a maximum of \$8,000 per month (combined total with basic LTD insurance) <b>Option 2</b> – Additional 20% of annual GIS, up to a maximum of \$12,000 per month (combined total with basic LTD insurance)

## Paid Time Off

Pacific Life provides you with annual paid time off (PTO) that you can use for vacation, sick time or any other reason. Your PTO provides you with the flexibility and control so you can make decisions about your personal time off needs.

PAID TIME OFF / DAYS PER YEAR*		
LENGTH OF SERVICE	JOB GRADE: 100-111 JOB LEVEL: P1 & S1-S3	JOB GRADE: 112 AND ABOVE JOB LEVEL: P2-P5, M1-M4 & S4
0 – 4 Years	17	22
5 – 14 Years	22	22
15 – 19 Years	24	24
20 – 24 Years	27	27
25 – 34 Years	29	29
35+ Years	34	34

\*If you are a field sales employee (defined job levels F1-F6), you will participate in the field time off program instead of the PTO plan outlined above. The total amount of time off taken in a year is up to your discretion and subject to the needs of the business. Due to the nature of the job, you are in the best position to know when and how much time away is appropriate.

### Elective Vacation Time (EVT)

Employees eligible for Pacific Life’s PTO plan and hired prior to December 31 can purchase up to an additional five days of PTO, known as EVT.

You must use accrued PTO before EVT can be used, and any unused EVT will be reimbursed at the end of the plan year.

### Lump Sum Sick

Three Lump Sum Sick days (24 hours) will be granted annually in addition to PTO. This time can be used for any personal or family illness.

### Financial Planning Time Off (FPTO)

Employees eligible for Pacific Life’s PTO plan are eligible for four hours of time off each year for Financial Planning purposes. Eligible employees may use FPTO for activities such as, but not limited to, tax preparation, retirement planning, or other personal financial needs.

### Company Holidays

In addition to PTO and Lump Sum Sick, Pacific Life offers at least 10 company paid holidays. The 2023 company holidays are:

- New Year’s Day (observed)
- Martin Luther King, Jr. Day
- President’s Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day
- New Year’s Eve (observed)
- Floating Holiday





## Savings & Retirement

The Pacific Life 401(k) plan, also known as the Retirement Incentive Savings Plan (RISP), offers a convenient way to save for retirement. You have the choice of either pre-tax or after-tax (Roth) and can contribute 1% to 75% of your eligible pay each year.

### Company Match

Pacific Life contributes 75 cents on the dollar for the first 1 - 6% of eligible pay you contribute to the RISP.

### Company Retirement Contribution (CRC)

In addition to the match, Pacific Life makes an automatic contribution to your RISP account each pay period. The contribution is 4% of eligible pay up to the annual Taxable Wage Base (TWB), which is \$160,200 in 2023. For eligible pay in excess of the TWB, the contribution is 8% of eligible pay up to the annual IRS Compensation Limit, which is \$330,000 in 2023.

### Vesting

The company match on the 401(k) and CRC contributions to the RISP vest at a rate of one-third each year. You are 100% vested after three years of service.

## Family Planning Benefits

### Paid Parental Leave

Pacific Life offers up to six weeks of full income replacement to mothers and fathers on a leave of absence to bond with a new child. Date of birth, adoption, or foster care placement must be on or after January 1, 2023 and you must be a Pacific Life, benefits eligible employee at the time of the event.

### Adoption Assistance

Pacific Life recognizes that families are built in many ways. To support eligible employees who are adoptive parents, up to \$7,500 per family per calendar year is available as part of our adoption reimbursement program. Adoptions must be finalized on or after January 1, 2023 to be eligible for reimbursement. Expenses incurred prior to employment with Pacific Life are not eligible for reimbursement.

## Additional Benefits & Support

### Holistic Wellbeing

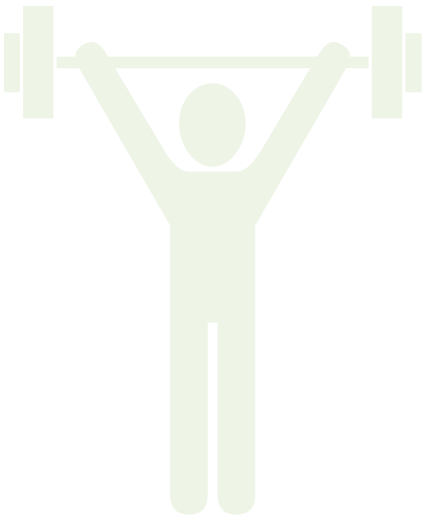
Your wellbeing is important to Pacific Life, and we're committed to providing you with flexible benefits that you can tailor to meet your needs. Whether you're focused on your physical, financial, emotional or social wellbeing, we've got you covered. Benefits-eligible employees will receive \$1,000 (taxable) into a personal wellbeing reimbursement account to use throughout the year. This amount is pro-rated based on your hire date and must be used by the end of the year otherwise it will be forfeited. It's up to you how to use the money in your account - you can use it incrementally throughout the year on things like fitness memberships or financial counseling, or you can use the entire lump sum to buy some gym equipment or make a student loan payment.

*Additional Benefits & Support continued on pages 10 & 11*

## Wellbeing

Pacific Life offers free classes for fitness, nutrition, stress and anxiety management, mindfulness and more through the Wellbeats app. Wellbeats is a flexible tool you can use in the privacy of your home or to connect with others for a challenge to keep you motivated and on track with your wellbeing goals.

We also provide employees with the opportunity to participate in free annual wellness activities such as a biometric screening and flu shot. We offer an array of gym/fitness discounts, employee activity and sports programs, and the Resources for Living Employee Assistance Program provided by Aetna.



## Employee Assistance Program (EAP)

The EAP provides you and your household members with short-term counseling and work/life services through Aetna. The EAP can help you address personal concerns, such as family and relationship issues, stress, anxiety and may also help you maximize your time by assisting with day-to-day concerns, such as locating childcare, housing for an aging parent, legal and financial advice, and other convenience services.

You are provided with up to six visits per incident per calendar year at no cost to you. After you have received your free EAP visits, mental health benefits are provided as part of your medical plan and require copayments or coinsurance, depending on your plan.

## Credit Union

Pacific Life partners with Financial Partners Credit Union to offer a full range of banking services: Employees can enjoy these services (and more):

- Free checking and savings with direct deposit and no monthly fees and no minimum balance requirements
- Free ATM access
- Auto and home loans

## Financial Wellness

Pacific Life partners with Ayco, a Goldman Sachs Company, to offer free confidential financial coaching. Employees have access to the robust Ayco digital platform which includes a financial assessment, personal checklist, and numerous educational resources. In addition, employees have access to Ayco's highly trained financial coaches to schedule one-on-one phone coaching conversations. Ayco's financial coaches provide personalized assistance in all areas of financial planning, such as debt management, cash flow planning, education on retirement and 401(k) investments, college funding, tax planning, and more.

## Commuter Benefits

Pacific Life offers a variety of options to support a more convenient commute to work that include:

- Pre-tax commuter benefits for transit and parking expenses
- Electronic vehicle charging



## PL Products

Our products help give our customers confidence in their future – and we want our employees to have that same opportunity too. As an employee of Pacific Life, you and your family will have access to purchase select Pacific Life products. These products are available with special offers like waived minimum investment requirements.

## Group Legal Services

Pacific Life offers voluntary prepaid group legal services through LegalEase. Coverage includes estate planning, real estate matters, family law, consumer protection, juvenile matters, financial matters, traffic offenses, immigration assistance, document preparation, document review, and defense of civil lawsuits.

## Additional Perks

Employees may purchase discount tickets to amusement parks, movie theaters, and more. Free parking is provided at most Pacific Life locations. In addition, most locations offer an onsite cafeteria with a daily food subsidy provided by Pacific Life.

## Dress Code

To establish a relaxed, casual, and informal work environment and enable employees to work comfortably, Pacific Life observes a company-wide dress code called “Dress for Your Day,” which means employees may choose the attire that fits their schedule, environment, location, and type of work performed each day.

## Educational Assistance & More

### Pacific Life Talent Development

Pacific Life offers targeted learning solutions that support business needs and help employees develop critical skills and knowledge. In addition, each division sponsors product and operational-focused training to its employees. Learning resources include instructor-led training, online learning platforms including LinkedIn Learning, assessments, development plans, leadership development programs, skills training and coaching.

### Tuition Reimbursement

Pacific Life may reimburse college tuition fees for courses in a related field to Pacific Life’s broader business, up to the annual undergraduate or graduate maximum of \$5,250. You must obtain management approval before you enroll and apply for reimbursement, and earn a passing grade of ‘C’ or higher.

### Industry Programs

Pacific Life employees are eligible to participate in self-study industry education programs, including those sponsored by LOMA, ICA, American College and the Society of Actuaries. You must obtain management approval before you enroll and are eligible for completion bonuses for each exam passed. Completion requirements and bonus programs vary by industry program.

### Scholarship Program

Pacific Life awards up to four scholarships per year to help pay college tuition of eligible employee dependents who are under age 22 and enrolled full time at an accredited college or university.



## Community Involvement

### United Way

Pacific Life recognizes the importance of community involvement and charitable giving. The company conducts an annual United Way campaign where we match employee United Way donations (up to \$5,000 per year) through the Pacific Life Foundation.

### The Good Guys

Pacific Life's employee volunteer organization donates time and active involvement in community activities, such as building playgrounds, participating in waterway cleanups, and volunteering time at a variety of charitable organizations throughout the year. Employee volunteerism allows community organizations to receive needed assistance while employees experience personal satisfaction from helping others.

### Charitable Matching

To further encourage and support community philanthropy by Pacific Life employees, the company matches dollar-for-dollar employee contributions (from a minimum of \$25 to a maximum of \$2,500) made to all eligible nonprofit organizations, colleges, and universities each year.

### 3 Ts of Education

The 3Ts of Education Grants Program funds K-12 education focused on: Technology, Teacher Training, and Textbooks as designated by each school's principal. Over the past 25 years, the Pacific Life Foundation is honored to have contributed nearly \$10 million to strengthening the learning environment in hundreds of K-12 schools nationwide. We do this by supporting those schools with the highest concentrations of children and grandchildren of Pacific Life employees.



This is a summary of the 2023 Pacific Life benefits that will be in effect as of January 1, 2023. The summary isn't intended to cover every detail. Complete details are in the plan documents, insurance contracts, policies, and other legal documents that govern plan operation and administration.

Last Updated 11/02/2022

# 2023 Cost of Coverage

The Company is committed to providing affordable health care coverage that offers you value and choice. The following tables show your 2023 cost **per pay period** for each plan.

## Medical Plans

\*If you waive medical coverage, you will receive a \$25 credit each pay period

AETNA HDHP				
	Employee Only	Employee + Spouse / DP	Employee + Child(ren)	Employee + Family
Total Cost of Coverage	\$335.47	\$771.58	\$670.94	\$1,039.96
Pacific Life's Contribution	(\$316.82)	(\$676.66)	(\$617.17)	(\$910.16)
<b>Your 2023 Cost</b>	<b>\$18.65</b>	<b>\$94.92</b>	<b>\$53.77</b>	<b>\$129.80</b>

AETNA POS				
	Employee Only	Employee + Spouse / DP	Employee + Child(ren)	Employee + Family
Total Cost of Coverage	\$368.59	\$847.74	\$737.16	\$1,142.60
Pacific Life's Contribution	(\$316.82)	(\$676.67)	(\$617.17)	(\$910.15)
<b>Your 2023 Cost</b>	<b>\$51.77</b>	<b>\$171.07</b>	<b>\$119.99</b>	<b>\$232.45</b>

## Dental Plans

DELTA DENTAL PPO				
	Employee Only	Employee + Spouse / DP	Employee + Child(ren)	Employee + Family
Total Cost of Coverage	\$24.99	\$57.47	\$49.98	\$77.46
Pacific Life's Contribution	(\$12.50)	(\$28.74)	(\$24.99)	(\$38.73)
<b>Your 2023 Cost</b>	<b>\$12.49</b>	<b>\$28.73</b>	<b>\$24.99</b>	<b>\$38.73</b>

DELTA DHMO – CALIFORNIA ONLY				
	Employee Only	Employee + Spouse / DP	Employee + Child(ren)	Employee + Family
Total Cost of Coverage	\$7.80	\$17.94	\$15.60	\$24.18
Pacific Life's Contribution	(\$3.90)	(\$8.97)	(\$7.80)	(\$12.09)
<b>Your 2023 Cost</b>	<b>\$3.90</b>	<b>\$8.97</b>	<b>\$7.80</b>	<b>\$12.09</b>

## Dental Plans continued

CIGNA DHMO – OUTSIDE CALIFORNIA				
	Employee Only	Employee + Spouse / DP	Employee + Child(ren)	Employee + Family
Total Cost of Coverage	\$11.74	\$27.00	\$23.48	\$36.38
Pacific Life's Contribution	(\$5.87)	(\$13.50)	(\$11.74)	(\$18.19)
<b>Your 2023 Cost</b>	<b>\$5.87</b>	<b>\$13.50</b>	<b>\$11.74</b>	<b>\$18.19</b>

## Vision Plan

AETNA VISION				
	Employee Only	Employee + Spouse / DP	Employee + Child(ren)	Employee + Family
<b>Your 2023 Cost</b>	<b>\$3.69</b>	<b>\$8.49</b>	<b>\$7.39</b>	<b>\$11.44</b>

## Monthly Contributions (after-tax)

### Employee & Spouse/Domestic Partner Supplemental Life

Per \$1,000 of coverage

Age	Rate
<30	\$0.030
30 – 34	\$0.030
35 – 39	\$0.050
40 – 44	\$0.058
45 – 49	\$0.085
50 – 54	\$0.130
55 – 59	\$0.220
60 – 64	\$0.360
65 – 69	\$0.490
70+	\$1.010

### Supplemental Child Life

Coverage Per Child	Rate
\$10,000	\$0.900

### Supplemental AD&D

Per \$1,000 of coverage

	Rate
Employee Only	\$0.016

### Supplemental Long-Term Disability (LTD)

LTD Plan Options	Maximum Monthly Covered Payroll (GIS)	Rate
40% to \$3,000	\$7,500	\$0.037
50% to \$8,000	\$16,000	\$0.145
60% to \$12,000	\$20,000	\$0.270