
BUILDING INCOME FOR EVERY RETIREMENT
A suite of guaranteed income solutions designed to fit however your plan is already built.
PACIFIC LIFE
For institutional advisor/plan sponsor use only. Not for use with the public.



Retirement needs are evolving. So are retirement solutions.

For decades, the defined contribution industry has made significant strides in helping Americans accumulate retirement savings, but saving for retirement is only half the journey.

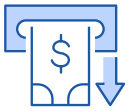
[1] BlackRock Read on Retirement®, 2025.

[2] AARP, Turning Workplace Savings into Retirement Income, 2026.

[3] Retirement Income Institute Alliance for Lifetime Income, Original Research, Jan. 2024.

For institutional advisor/plan sponsor use only. Not for use with the public.

Today, retirement planning is shifting toward what comes next: translating retirement savings into retirement income. As millions of Americans enter retirement, the challenge of funding longer and more uncertain retirement journeys is reshaping client expectations. At the center of this shift:



Disconnect between saving and income
Clients may not see how accumulated assets translate into a paycheck.



Fear of running out of money
66% of workplace savers worry about outliving their savings—a figure that climbs to 72% among older plan participants.[1,2]



Need for a pension-like benefit
Participants aren't asking for a new product—they're asking for income that's guaranteed for life.



Growing expectations
Participants want more clarity and confidence in retirement.



A wave that isn't slowing down
Over eleven thousand Americans turn 65 every day, and today's retirees will spend decades, not years, drawing down what they saved.[3]

If we acknowledge that participants should have access to a range of accumulation options that match their needs, advisors and plan sponsors should also acknowledge that no single approach can address all of today's income needs.

Pacific Life offers a suite of solutions to help plan sponsors support participants across their retirement journey.

For institutional advisor/plan sponsor use only. Not for use with the public.

A flexible approach.

Rather than promoting a single income approach, Pacific Life offers a suite of income solutions built to address the unique needs of each plan. The right answer depends on the goals of the recordkeeper, the QDIA, and the client in front of you.

Why a suite of solutions approach matters:



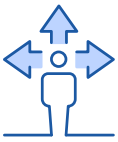
Client needs aren't one-size-fits-all

Timelines, risk tolerance, and preferences for guarantees or liquidity vary widely.



No single solution solves every challenge

Income timing, longevity risk, growth, and liquidity each call for a different tool.



The right approach evolves over time

As a client's needs change, advisors can adjust the strategy to match.

Six risks on the road to *and through* retirement

ACCUMULATION (SAVINGS) PERIOD

1

Participation risk

Employees may delay or avoid enrolling, missing valuable years of contributions and compounding.

2

Contribution risk

Participants may save too little or fail to increase contributions over time.

3

Investment risk

Market volatility and allocation decisions can significantly affect long-term outcomes.

For institutional advisor/plan sponsor use only. Not for use with the public.

One commitment. Multiple paths.

This isn't a menu to work through page by page—find your plan's setup, and go straight to the solution built for it.

Most carriers pick one structure and hope the market chooses that structure as preferred. Pacific Life doesn't have to guess—we're built into many architectures the market could settle on.

Use a portion of savings to purchase immediate guaranteed income

Single Premium Immediate Annuity (SPIA)

Use a portion of savings to purchase deferred guaranteed income

Deferred Income Annuity (DIA)
Qualifying Longevity Annuity Contract (QLAC)

Accumulate income as deferrals are invested into the plan's QDIA

Guaranteed Lifetime Withdrawal Benefit (GLWB)
Income Collective Investment Trust (CIT)



DECUMULATION (SPENDING) PERIOD

4

Conversion risk

Turning a lump sum into reliable income is a challenge most participants aren't equipped to solve alone.

5

Market risk

Markets can decline just as retirement begins, permanently reducing the assets participants spent decades building.

6

Longevity risk

The possibility that participants may outlive their savings has increased.

For institutional advisor/plan sponsor use only. Not for use with the public.

Meet your clients where they are.

Your clients don't approach retirement from the same place, and their needs shift as they move through their lives. Pacific Life's solutions are built to meet clients at each stage and travel with them as their needs change, helping advisors and plan sponsors build more flexible retirement programs along the way. The goal isn't just helping clients survive retirement. It's helping them thrive in it.

Clients in this stage are building savings habits. The goal is not to make income decisions, but to introduce retirement income concepts.



EARLY IN THE JOURNEY

Creating financial habits, 22–40

FOCUS

Simplicity and low-friction engagement.

SOLUTIONS

Default strategies, integrated income-embedded target-date options.

WHY IT FITS

Introduces income concepts early through plan design, without adding complexity.

Clients in this stage are still building assets, but income planning matters more now. The goal is to determine how future income fits into their retirement strategy.



MID-CAREER

Building toward guaranteed income, 40–55

FOCUS

Accumulation with future income locked in.

SOLUTIONS

Income Horizon®, Variable Annuity with a Guaranteed Lifetime Withdrawal Benefit, and other accumulation strategies with income incorporated into an existing investment strategy.

WHY IT FITS

Automatically incorporates guaranteed income during accumulation years.

For institutional advisor/plan sponsor use only. Not for use with the public.

Clients in this stage are shifting from saving to spending. The goal is to help ensure a smooth transition to retirement and prepare for future income needs.



NEEDS INCOME SOON

Approaching retirement, 55–65

FOCUS

Turning savings into income while managing market-timing and longevity risk.

SOLUTIONS

SPIA, QLAC, or Income Horizon for a gradual transition.

WHY IT FITS

Provides greater longevity risk protection while still building toward additional future income.

Clients in this stage need income they can rely on to support their retirement spending needs. The goal is to provide stability and confidence in retirement.



NEEDS INCOME NOW

In retirement, 65+

FOCUS

Income stability and liquidity.

SOLUTIONS

SPIA for immediate income; QLAC for additional guaranteed income later, addressing longevity risk.

WHY IT FITS

A pension-like benefit that's guaranteed for life, layered to cover both near-term and long-term needs.

Across the journey, needs evolve. The goal doesn't: turning savings into reliable income at the pace and in the structure that fits the client.

For institutional advisor/plan sponsor use only. Not for use with the public.

One coordinated approach. Multiple pathways to income.

Guaranteed income can make retirement saving feel more meaningful by helping participants see how today's contributions translate into future retirement income. Over half of survey respondents* who view inflation as persistent are more likely to say guaranteed income would increase their willingness to save.

	Variable Annuity with a Guaranteed Lifetime Withdrawal Benefit VA-GLWB	Income Horizon® DIA/CIT
CATEGORY	Accumulation-Based	Accumulation-Based
WHAT	In-plan variable annuity purchased with ongoing contributions while saving for retirement; includes step-up feature.	Deferred in-plan annuity purchased with ongoing contributions while saving for retirement.
WHEN	Lifetime income designed to start at age 65, with flexibility to change start date.	Lifetime income designed to start at age 70, with flexibility to change start date.
HOW IT'S OFFERED	**Accumulation:** Fully liquid; for plans wanting an in-plan, accumulation-based option.	**Accumulation:** Fully liquid up to annuitization; for plans wanting an in-plan, accumulation-based option. Purchase income gradually over time, similar to dollar-cost averaging, smoothing out interest rate timing risk and turning the shift from saving to spending into a plan instead of a single high-stakes decision.
DELIVERED THROUGH	Industry partner income strategy solutions.	Personalized target-date funds, managed accounts, and model portfolios.

*Source: Pacific Life Retirement Pulse, conducted by Morning Consult, June 2026.

For institutional advisor/plan sponsor use only. Not for use with the public.



Pacific Life Qualifying Longevity Annuity Contract

DIA/QLAC

At-Retirement

Deferred in-plan annuity purchased at retirement.

Lifetime income can start as late as age 85, the latest deferral of any solution.

Deferred: Offers a deferred option for a higher payout later in retirement.

QLAC solutions on partner recordkeeping platforms, or on any recordkeeping platform through Pacific Life Direct QLAC.

Pacific Lifetime Income®

SPIA

At-Retirement

Immediate in-plan annuity purchased at retirement.

Lifetime income starts within 90 days of purchase.

Immediate: Simplest way to add immediate lifetime income; layer in other solutions to meet participant goals.

SPIA solutions on partner recordkeeping platforms or on any recordkeeping platform through Pacific Lifetime Income (PLI).

For institutional advisor/plan sponsor use only. Not for use with the public.



What this means for your plan committee.

Retirement income solutions don't need to add complexity to your plan or exposure for your committee. Pacific Life's suite is built to work within the structure you already have:

- **No new administrative burden.** Solutions are delivered through your existing recordkeeper and investment lineup, not a separate system your team has to manage.
- **Pension-like benefits without pension-like obligations.** Your committee can offer participants the guaranteed income stream traditionally associated with a defined benefit plan without taking on the funding requirements, actuarial risk, or long-term liability that come with sponsoring one.
- **A choice for every journey.** Because Pacific Life's guarantees are available within multiple structures, your plan isn't locked into one provider's architecture.
- **Participant outcomes.** The goal is income participants can rely on.



Getting started is straightforward.

Tailored, not templated. We start with your plan's structure and goals, not a fixed formula, to identify the right solution or combination.

Flexible by design. Solutions can be layered in over time, so the approach evolves along with client needs.



A guarantee backed by scale

SINCE
1868
Pacific Life has been delivering on its promises.

NEARLY
500,000
pension and defined contribution plan annuitants rely on Pacific Life for their retirement paychecks.

2026 WORLD'S MOST ETHICAL COMPANIES
ETHISPHERE
9-TIME HONOREE

"World's Most Ethical Companies" and "Ethisphere" names and marks are registered trademarks of Ethisphere LLC. To learn more about the program, visit www.worldsmostethicalcompanies.com.

For institutional advisor/plan sponsor use only. Not for use with the public.

The Pacific Life advantage.

For advisors and plan sponsors, Pacific Life's suite of solutions isn't just helping to solve retirement problems; it's redefining value. With our solutions, advisors and plan sponsors may develop:

Deeper, more durable client relationships

Clients have income they cannot outlive, which can translate into more confident retirees.

A practice that stands apart

Lifetime income gives you a differentiated value proposition.

Fewer calls when markets move

Guaranteed income that doesn't move with the markets can reduce volatility-driven anxiety.

Flexibility without complexity

Integrates into existing plan structures to deliver lifetime income within the plan, not around it.



Tell us how your plan is built. We'll show you what fits.

Talk to your Pacific Life representative about the right fit for your plan and how we can help your clients turn retirement savings into lifelong paychecks.

For institutional advisor/plan sponsor use only. Not for use with the public.

PACIFIC LIFE

Strength. Stability. Solutions.

Backed by nearly 160 years of financial strength and designed for long-term income delivery, Pacific Life helps advisors support clients with retirement outcomes that can build confidence for generations.

Contact your Pacific Life representative.

T: 877.536.4382 (OPTION 1)

E: RetirementIncome@PacificLife.com

All guarantees are subject to the claims-paying ability and financial strength of the issuing insurance company.

Pacific Life is a product provider. It is not a fiduciary and therefore does not give advice or make recommendations regarding insurance or investment products. Pacific Life, its affiliates, its distributors, and respective representatives do not provide any employer-sponsored qualified plan administrative services or impartial advice about investments and do not act in a fiduciary capacity for any plan.

In order for the contract to be eligible as a QLAC, certain requirements under Treasury regulations must be met, including limits on the total amount of purchase payments that can be made to the contract. Qualified contracts, including traditional IRAs, Roth IRAs, and QLACs, are eligible for favorable tax treatment under the Internal Revenue Code (IRC). Certain payout options and features may not comply with various requirements for qualified contracts, which include required minimum distributions. Therefore, certain product features, including the ability to change the annuity payment start date, accelerate payments, and to exercise withdrawal features or payout options, may not be available or may have additional restrictions.

Income Horizon is a Group Annuity Contract issued by Pacific Life Insurance Company, which is licensed to issue insurance products in all states except New York. The Group Annuity Contract is issued to an Income Horizon Collective Investment Trust (CIT), with Matrix Trust Company serving as trustee. Upon annuitization, New York residents may be issued a certificate under a Group Annuity Contract issued by Pacific Life & Annuity Company which is licensed to issue insurance products in all states, including New York. Prior to annuitization, the participant retains the right to liquidate any allocation as needed.

This material is provided for informational purposes only and should not be construed as investment, tax, or legal advice. Information is based on current laws, which are subject to change at any time. Clients should consult with their accounting or tax professionals for guidance regarding their specific financial situations.

Pacific Life refers to Pacific Life Insurance Company and its affiliates, including Pacific Life & Annuity Company. Insurance products can be issued in all states, except New York, by Pacific Life Insurance Company or Pacific Life & Annuity Company. In New York, insurance products are only issued by Pacific Life & Annuity Company. Product availability and features may vary by state. Each insurance company is solely responsible for the financial obligations accruing under the products it issues.

Contract Form Series (state variations may apply): SPIA: GRC-1600, GRC-2600, GRC-2601; QLAC: GRC-1510, GRC-2510; DIA: GRC-1550; VA-GLWB: GRC-1700-LIS