



Late-In-Life Income (LILI) Frequently Asked Questions

LILI is a Qualified Longevity Annuity Contract (QLAC) offered by Geneva Benefits Group in partnership with MetLife.

GENERAL

What are lifetime income products?

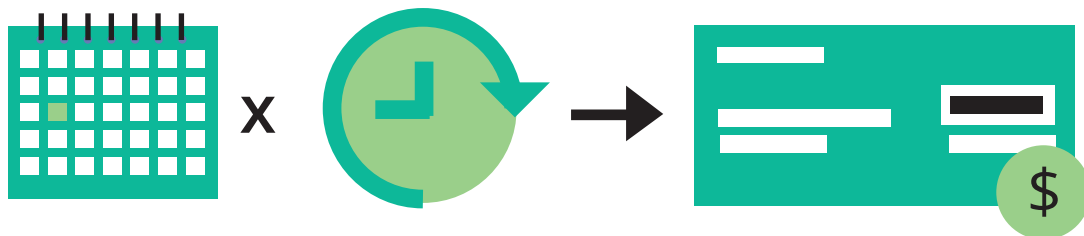
Lifetime Income products, or income annuities, are often referred to as “paychecks for life.” The PCA Retirement Plan retirees may use a portion of their retirement savings to purchase lifetime income products from Metropolitan Life Insurance Company (“MetLife”), and in turn, MetLife sends them a predictable monthly “paycheck” for as long as they live.

Are any commissions charged?

No. Lifetime income products purchased from MetLife through the PCA Retirement plan are commission free and may offer higher income payments than if a participant were to purchase an annuity on their own.

What lifetime income products does MetLife offer through Geneva’s Retirement Plans?

MetLife offers the MetLife Retirement Income Insurance® QLAC.



Qualified Longevity Annuity Contract (QLAC)

For participants concerned about outliving their savings.

MetLife Retirement Income Insurance® QLAC

Income Later

What is the MetLife Retirement Income Insurance ® Qualified Longevity Annuity Contract (QLAC)?

QLAC is a fixed deferred longevity annuity which is also designed to be purchased with retirement plan assets. Most of our participants will purchase before they retire, however, with QLAC, payments are deferred until later in life, up to age 85. A QLAC:

- Provides protection against longevity risk and fluctuating market returns.
- Allows for the remaining assets to be invested to take advantage of potential market growth; assets then only need to be managed to a limited time horizon – e.g., 20 years (from age 65 to 85)
- Can offer higher income payments due to the longer deferral period
- Provides the opportunity to reduce Required Minimum Distributions (RMDs) and continued tax deferral
- Presents flexible payment options and features to meet participants individual needs

RII QLAC	Annuity Options
✓	Single Life Annuity: An income that is paid as long as the annuitant is living.
✓	Joint & Survivor (J&S) Life Annuity: An income that is paid as long as either of two annuitants is living. After one annuitant dies, payments continue to be made as long as the other annuitant is living. In that event, payments may be the same as those made while both annuitants were living (100% J&S) or may be a smaller percentage that is selected when the annuity is purchased upon the death of the primary annuitant (50% J&S or 75% J&S).
RII QLAC	Optional Features ¹
✓	Pre-Commencement Death Benefit (PCDB): Should the annuitant pass away before income payments begin, the dollar amount they paid to purchase the annuity will be returned to their beneficiary (if a Single Life Annuity is selected) or their spouse will begin receiving income payments on the annuitant's scheduled payment start date (if a Joint & Survivor Life Annuity is selected). Should both the annuitant and his/her spouse pass away before the payment start date, the dollar amount used to purchase the annuity will be returned to the beneficiary.
✓	Return of Premium Guarantee (Cash Refund): This feature ensures that if upon the annuitant's death (or in the case of J&S, both annuitants deaths) the amount of money paid for the annuity is greater than the total dollar amount of all the income payments received, MetLife will pay the difference to the annuitant's beneficiary in a lump-sum payment.

¹ The cost to elect these features is generally higher and the initial payments lower than for payment options selected without these features.

What is the minimum purchase age for QLAC?

Both of these products can be made available for purchase after age 55.

What is the maximum purchase age for QLAC?

QLAC can be made available for purchase up to age 83.

When can my payments begin for QLAC?

When you make your QLAC purchase you choose your payment start date. The payment may start as early as 18 months after purchase and as late at your 85th birthday.

Can I begin QLAC payments sooner after the contract has been issued?

Yes, you have full flexibility to change the payment start date to anytime earlier than the date you chose at purchase. However, it is important to note the payment start date cannot be changed to a later date.

What happens if I choose to begin QLAC payments sooner after the contract has been issued?

The election to an earlier payment start date will cause the benefit payment to change. The new benefit payment amount will be determined based on the current pricing assumptions, then in effect, at the time the new payment start date is elected.

Is there a limit to the amount of money I may use to purchase a QLAC?

Yes. As of January 1, 2023, QLAC premiums are limited to \$200,000 at the time of purchase.

TAXES²

Is the purchase of a QLAC a taxable event?

No, the purchase of a QLAC is not a taxable event.

However, your payments are taxed as ordinary income in the year received. (see next question "How are QLAC income payments taxed and reported?" for further information).

How are QLAC income payments taxed and reported?

QLAC income payments are taxed as ordinary income once payments begin from MetLife. MetLife will provide a 1099R to participants for the taxable income payments received each year.

For ordained ministers, benefits from a QLAC purchased with funds from our plan are eligible for housing allowance.

2 Any discussion of taxes is for general informational purposes only and does not purport to be complete or cover every situation. MetLife, its agents and representatives may not give legal, tax or accounting advice and this document should not be construed as such. You should confer with your qualified legal, tax and accounting advisors as appropriate.

Are QLAC's portable if I leave the 403(b) plan?

Yes, a QLAC is fully portable and will continue to be serviced by MetLife after your purchase.

What do I receive from MetLife before my QLAC payments begin?

On an annual basis, MetLife will provide you a 1098Q detailing your QLAC purchase information.

OUR ADVANTAGE

The MetLife enterprise ranks #1 in sales and assets of institutional income annuities.³ For over 40 years, the Institutional Income Annuities team has developed, evolved and refined a disciplined approach to creating guaranteed income solutions. We've done so by accumulating decades of knowledge, listening intently to our customers and putting our clients first. This combination of experience and empathy, paired with our financial strength, results in a committed partner with a proven ability to anticipate market shifts and successfully navigate them.



MetLife's Retirement and Income Solutions have been recognized by J.D. Power for providing "An Outstanding Customer Service Experience" for Phone Support.⁴

³ LIMRA U.S. Group Annuity Risk Transfer Survey (a survey of 17 participating companies), December 31, 2019.

⁴ J.D. Power 206, 2017, 2019, and 2020 Certified Customer Service Program recognition is based on successful completion of an evaluation and exceeding a customer satisfaction benchmark through a survey of recent servicing interactions. For more information, visit www.jdpower.com/ccc.

Group annuity contracts are issued through Metropolitan Life Insurance Company (MLIC). Like most group annuity contracts, MLIC group annuities contain certain limitations, exclusions and terms for keeping them in force. MLIC annuity products may not be available in all states. Contact your MetLife representative for more information. Any discussion of taxes is for general informational purposes only and does not purport to be complete or cover every situation. MLIC, its agents and representatives may not give legal, tax or accounting advice and this document should not be construed as such. You should confer with your qualified legal, tax and accounting advisors as appropriate. All guarantees are subject to the financial strength and claims-paying ability of the issuing MetLife company.