



Employees want lifetime income in your retirement plan

Your employees are looking for financial security and confidence in their future—who better to offer that than their employer? Thanks to shifts in the industry, it is now easier than ever to offer guaranteed lifetime income as a part of your retirement plan.

As one of the largest providers of lifetime income solutions in the industry, Corebridge Financial is ready to help your employees take this next step with confidence.

It's a **new day**

If you're wondering "why now?" consider the recent changes that are converging to reform the retirement planning landscape.



Employees want more certainty

A recent study found that 56 percent of Americans surveyed were concerned about achieving a financially secure retirement.¹ These fears can lead to delayed retirement. And once employees do retire, they are often unsure of what they can spend without jeopardizing their future.²

Today, employees are seeking the security of guaranteed lifetime income that annuities can provide. In fact, 81 percent of employees would prefer retirement plans that include guaranteed income, according to another study.³

The most frequently cited reasons are all about financial peace of mind:

- The guarantee of income for life.
- The reduced fear of outliving savings.
- The ability to more easily plan spending in retirement.⁴



The outlook is improving

As demand for greater retirement security rises, laws are changing to support it. The Setting Every Community Up for Retirement Enhancement (SECURE) Act of 2019 was a giant leap forward for the retirement industry, making it easier to offer innovative lifetime income solutions. Ongoing regulatory efforts are seeking to pave the way for greater use of in-plan lifetime income. Corebridge is engaged with regulators to improve accessibility and knock down barriers.



Plan sponsor interests are aligning

The rise of lifetime income is also pairing with plan sponsor interests to bring positive change for employees:

- The shift to a 360-degree view of employees' financial lives, giving them a variety of solutions for greater financial security, all in one place.
- The goal of having participants stay within their defined contribution plans throughout retirement.
- The increase in personalized planning as participants near retirement through managed accounts and one-on-ones with financial professionals.

¹ Tyler Bond, Dan Doonan, and Kelly Kenneally, "Retirement Insecurity 2021: American Views of Retirement," National Institute on Retirement Security, Washington, D.C., February 2021.

² Bond, Doonan, and Kenneally, "Retirement Insecurity 2021."

³ "Participant Attitudes Toward Guaranteed Income in a Defined Contribution Plan," Retirement Income Institute, Alliance for Lifetime Income, November 2021.

⁴ Retirement Income Institute, "Participant Attitude Toward Guaranteed Income."

Get on board with an action- based **solution**

Give your employees the protected lifetime income they're looking for with the tools they need to take action.



Start with a guided path

Help your employees bridge the gap from “what do I need” to “let’s do it”– directly from their online retirement account. Our digital experience will make it easy for your employees to take action. They can play around with different planning strategies including lifetime income to help inform their next step. All it takes is a few clicks. The goal is to help employees take full advantage of everything your plan offers so they can relax and enjoy retirement.



Support it with one-on-one help

Sometimes, you just need to talk to someone. Our Retirement Education Center is staffed with more than 100 dedicated retirement specialists ready to answer questions from your employees. Plus, we have local financial professionals across the country who can meet in person or virtually with your employees—all at no extra cost.



Offer more flexibility and control than ever before

Out are the rules of the past and in are flexible features that make lifetime income an appealing option for the way people live today. With the innovative design of our in-plan lifetime income product, IncomEdge® Control, a Deferred Fixed Annuity issued by The Variable Annuity Life Insurance Company, Houston, TX. your employees can:

- **Plan ahead for secure income in retirement.** Employees can plan for the future while they're still working, reducing the stress of wondering if they can retire.
- **Choose when to start taking lifetime income.** Employees can purchase IncomEdge Control, a fixed annuity with a guaranteed lifetime withdrawal benefit, as early as age 50 and start income immediately⁵ or wait. The longer they wait, the higher the payout.
- **Access your money if you need it.** Although withdrawals could impact your future guarantees, you have access to your money.⁵

⁵ A 10% federal early withdrawal tax penalty may apply if taken before age 59 ½.

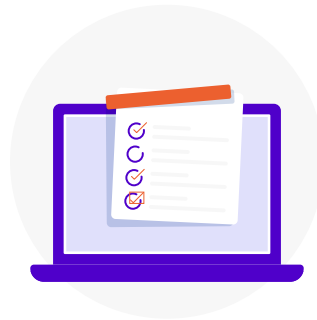
Turn employee dreams into realities

Your benefits package is an essential part of your compensation program. By providing cutting-edge solutions that help employees live better lives, you're creating outcomes that can serve your organization for years to come.



Confidence for a more secure future

In-plan lifetime income can help employees fill the guaranteed income gap left by Social Security and disappearing pension benefits.



Convenience that makes planning simpler

With access to lifetime income within your plan, employees can choose what makes sense for them and their families from a range of flexible options.



Customization and seamless integration for you

You can customize your lifetime income offering, choosing the features and options that work best for your plan and workforce. We'll handle the back end in close collaboration with you to ensure a seamless fit.

Action is everything

Help your employees put the future in focus with in-plan lifetime income.
Connect with us today.



Feel confident with the strength, leadership and experience of Corebridge Financial behind you

We are passionate about giving people the power to help reach their financial goals. It's who we are. Every day, we work hard to make it possible for more people to take action in their financial lives. That's because action is the bridge from planning to outcomes, from today's financial needs to tomorrow's aspirations.

**#3 in total
annuity sales***

**\$384 billion in assets
under management
and administration****

**Approximately
1.2 million annuity
policies in force****

**A+ ratings from
Standard & Poor's and
Fitch Ratings*****

* LIMRA ranking in the U.S. for 4Q23 Year-to-Date.

** As of December 31, 2023.

*** Ratings are affirmed as of 12/31/2023 and subject to change. Because the dates are only updated when there's a change in the ratings, the affirmed date reflects the most recent ratings we have received. Standard & Poor's ratings are a measure of claims-paying ability and range from AAA (Extremely Strong) to R (Regulatory Action), while Moody's ratings measure financial security and range from Aaa (Exceptional) to C (Extremely Poor). A.M. Best's ratings measure claims-paying ability and range from A++ (Superior) to F (in Liquidation). Fitch ratings are a measure of insurer financial strength, ranging from AAA (Exceptionally Strong) to C (Distressed). Only the fixed account protection features, income payments, and guarantees are backed by the claims-paying ability of the issuing insurance company.

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Annuities issued by **The Variable Annuity Life Insurance Company (VALIC)**, Houston, TX, except in New York, where individual annuities are issued by **The United States Life Insurance Company in the City of New York (US Life)**. Guarantees are backed by the claims-paying ability of VALIC and US Life. Financial obligations of insurance products are the responsibility of these issuing companies.

Securities and investment advisory services offered through VALIC Financial Advisors, Inc., member FINRA, SIPC and an SEC-registered investment adviser.

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