

A Lifetime  
of Rewards



**PAiR**<sup>SM</sup>  
Power Agent Incentive Rewards



**OMANNUITY-PAIR**

*FOR PRODUCER USE ONLY. Not for use with the General Public*

OMCO 7131 (04-2009)

09-049

## QUALIFYING FOR OMANNUITY-PAIR

Credits to your account are based on your deferred annuity production with OM Financial Life Insurance Company. **Qualification criteria also require:**

- ***Paid applications on at least five (5) different lives per qualification period.***
- ***Must meet the minimum production amount for the calendar year.***
- ***The producer whose name appears on the applications as the Writing Agent will be credited the PAIR program credit.***
- ***If more than one Writing Agent name appears on the application, the PAIR program credit will be apportioned according to the percentage indicated for each agent.***

Old Mutual's Power Agent Incentive Reward (PAIR<sup>SM</sup>) program is a non-qualified deferred compensation plan for producers of Old Mutual fixed annuity products.

For agents who qualify for PAIR, Old Mutual makes regular, substantial credits to an account established by the company for your benefit.

The benefits of PAIR are outstanding:

- PAIR enhances your compensation from past and present sales - with no changes to your current compensation.
- The PAIR contributions increase for each successive year of qualification - the program is progressive.
- You can be 100% vested in just six years if you qualify for six successive years.
- You direct the account investment options\*. Choose from a range of investment options based on your risk tolerance and individual needs!

### YOUR FIRST YEAR

- You will be credited one unit of PAIR program credit when you reach the minimum production amount.
- Production above the minimum amount will be recognized with .5 credits – If you sell 1.5 times the minimum qualification amount, you will receive 1.5 credits.

*Example - If \$1.5 million is the production threshold, then \$1.5 million in production will receive one (1) PAIR credit. In this example: \$2.25 million = 1.5 credits and \$3 million = 2 credits.*

### SUBSEQUENT YEARS

- Each subsequent year you qualify for Annuity PAIR, you will receive a credit for that year.
- You will ALSO receive credits for all of the prior years you qualified.

### THERE IS NO CAP ON THE NUMBER OF PAIR CREDITS YOU CAN EARN!

You will begin to earn PAIR credits when you meet the minimum production goal for your line of business. Once the value for a credit for a particular year is set, it will never change. Credits for past production, however, will be adjusted proportionally for lapses.

### YOU CONTROL THE INVESTMENT OPTIONS

With PAIR, you can direct how your account is invested\* among the options that PAIR offers – and your account value can increase or decrease based on your selection of these investment options. It is as simple as going to <http://www.execbenefits.mworld.com/m/m.w>.

### PAIR VESTING SCHEDULE

A participant's account value is vested over six qualifying years at the rate of 20% beginning with the second year of qualification. If a participant has qualified for the program for six years he/she may be fully vested.

QUALIFYING YEAR	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6
VESTING PERCENTAGE	0%	20%	40%	60%	80%	100%

# PAIR PROGRAM Q&A



***With PAIR, you could have the opportunity to enhance your commission earnings by an extra \$200,000 to \$400,000 (or more) over a 10-year period!***

**Q: When are PAIR production goals for each year established?**

A: Production goals will be set and communicated to agents at the beginning of each year.

**Q: Do I start a new vesting schedule in subsequent years?**

A: No. Contributions made in subsequent years do not start a new vesting schedule for those dollars. The PAIR program is progressive! Vesting is based on the number of years of qualifying participation.

**Q: May I use my Annuity PAIR credits to qualify for Life PAIR or vice versa?**

A: You may participate in both programs separately, but you may NOT co-mingle production to qualify. Refer to Life PAIR material on Saleslink for more details.

**Q: When does the qualification period for Annuity PAIR end each year?**

A: Refer to SalesLink for exact dates.

**Q: Can a group of agents under the same MGA pool their production to qualify for PAIR?**

A: No. Only individual agents and their personal production qualify.

**Q: Will my PAIR credits continue to vest in a year that I did not qualify for the program?**

A: No. Vesting pauses in the years that you do not qualify.

**Q: What happens if I fail to qualify for a given year?**

A: Failure to qualify for a particular year will not result in termination or forfeiture, but that year will not “count” in terms of credit or vesting purposes.

**Q: What if I fail to qualify for two consecutive years?**

A: Failure to qualify for two consecutive years will result in a forfeiture of all non-vested account value. An agent who subsequently qualifies for PAIR again will begin with his/her vested account values and will continue on the same vesting schedule but will not have any previous qualifying years' premium to his/her credit.

**Q: What happens in the event of death, disability and/or hardship?**

A: Any participating agent who dies, or becomes permanently disabled, will be 100% vested in his/her account value. Such amount will be distributed from the Plan as soon as practicable, subject to reduction for any debts owed by the participating agent to the Company. In the event of death, the agent's account value shall be paid to his or her beneficiaries in a lump sum. Upon written request, a participating agent may be permitted to make hardship withdrawals from the Plan for unforeseeable emergencies that meet the Companies' guidelines, which are based on the regulations of the federal tax law.

**Q: Other than death, disability or hardship, when are withdrawals permitted?**

A: Withdrawals are not permitted under the plan due to federal tax law. Distributions will be made following separation from service and plan termination. Otherwise, distribution will be made on the distribution date.

**Q: Who do I contact for more information on PAIR?**

A: Email [PAIR@omfn.com](mailto:PAIR@omfn.com) to make Old Mutual and you the perfect PAIR for your future.



Products for a sustainable retirement

sustainable  
solutions  
in times of  
uncertainty

## WHAT SHOULD I KNOW ABOUT OLD MUTUAL?

OM FINANCIAL LIFE INSURANCE COMPANY

In the U.S., Old Mutual is a provider of life insurance and annuity products. Globally, we are part of the Old Mutual plc group of companies which has provided long term savings, wealth protection and investment services since 1845. Old Mutual plc operates in over 30 countries and employs over 57,000 people worldwide. To learn more about our parent company, visit [www.oldmutual.com](http://www.oldmutual.com).

Our U.S. customers benefit from a broad range of experience and insight that is increasingly valuable in a rapidly changing world. Old Mutual is serving its third generation of U.S. customers by building relationships with over one million customers and thousands of independent financial professionals who represent our products. “Old Mutual” is the marketing name for OM Financial Life Insurance Company (all U.S. jurisdictions except NY) and OM Financial Life Insurance Company of New York (NY only). Each Old Mutual company is solely responsible for its contractual commitments.

The Power Agent Incentive Rewards (PAIR) program is a non-qualified deferred bonus compensation plan for eligible appointed agents of OM Financial Life Insurance Company.

The terms and conditions of the PAIR plan document will control with regard to a conflict with any representations made herein. OM Financial Life Insurance Company reserves the right to amend or otherwise change any terms and conditions of the plan document in its sole and absolute discretion, including the right to terminate the PAIR program.



**OLD MUTUAL**  
INVEST INSURE INNOVATE

FOR PRODUCER USE ONLY. Not for use with the General Public.