



Athene-IA Compensation Levels June 2015

**Target Horizon 5 and Ascent 5**

	Ages 0-75	Ages 76-83
FFL 10	3.00%	2.00%
FFL 9	2.75% + .30 bps bonus	1.75%+ .30 bps bonus
FFL 8	2.75% + .15 bps bonus	1.75%+ .15 bps bonus
FFL 7	2.75%	1.75%
FFL 6	2.50% + .30 bps bonus	1.50%+ .30 bps bonus
FFL 5	2.50% + .15 bps bonus	1.50%+ .15 bps bonus
FFL 4	2.50%	1.50%
FFL 3	2.15% + .30 bps bonus	1.15%+ .30 bps bonus
FFL 2	2.15% + .15 bps bonus	1.15%+ .15 bps bonus
FFL 1	2.15%	1.15%

**TH10, TH10Select, Ascent 10, Ascent 10 Bonus, PE10, PE10Select, and PE10Pro**

	Ages 0-75	Ages 76-78
FFL 10	7.00%	5.00%
FFL 9	6.50% + .30 bps bonus	4.50%+ .30 bps bonus
FFL 8	6.50% + .15 bps bonus	4.50%+ .15 bps bonus
FFL 7	6.50%	4.50%
FFL 6	6.00% + .30 bps bonus	4.00%+ .30 bps bonus
FFL 5	6.00% + .15 bps bonus	4.00%+ .15 bps bonus
FFL 4	6.00%	4.00%
FFL 3	5.25% + .30 bps bonus	3.25%+ .30 bps bonus
FFL 2	5.25% + .15 bps bonus	3.25%+ .15 bps bonus
FFL 1	5.25%	3.25%

**Target Horizon 15 and Performance Elite 15**

	Ages 0-73
FFL 10	7.50%
FFL 9	7.00% + .30 bps bonus
FFL 8	7.00% + .15 bps bonus
FFL 7	7.00%
FFL 6	6.50% + .30 bps bonus
FFL 5	6.50% + .15 bps bonus
FFL 4	6.50%
FFL 3	5.75% + .30 bps bonus
FFL 2	5.75% + .15 bps bonus
FFL 1	5.75%

**Benefit 10, Benefit 10 Pro, Benefit 10 Select**

	Ages 0-75	Ages 76-78	Renewals year 2-3
FFL 10	6.00%	3.50%	1.00%
FFL 9	5.50% + .30 bps bonus	3.25%+ .30 bps bonus	1.00%
FFL 8	5.50% + .15 bps bonus	3.25%+ .15 bps bonus	1.00%
FFL 7	5.50%	3.25%	1.00%
FFL 6	5.00% + .30 bps bonus	3.00%+ .30 bps bonus	1.00%
FFL 5	5.00% + .15 bps bonus	3.00%+ .15 bps bonus	1.00%
FFL 4	5.00%	3.00%	1.00%
FFL 3	4.50% + .30 bps bonus	2.75%+ .30 bps bonus	1.00%
FFL 2	4.50% + .15 bps bonus	2.75%+ .15 bps bonus	1.00%
FFL 1	4.50%	2.75%	1.00%

**Ascent 10 Bonus Select**

	Ages 0-75	Ages 76-78
FFL 10	6.00%	4.00%
FFL 9	5.5% + .30 bps bonus	3.50%+ .30 bps bonus
FFL 8	5.5% + .15 bps bonus	3.50%+ .15 bps bonus
FFL 7	5.50%	3.50%
FFL 6	5.0% + .30 bps bonus	3.00%+ .30 bps bonus
FFL 5	5.0% + .15 bps bonus	3.00%+ .15 bps bonus
FFL 4	5.00%	3.00%
FFL 3	4.5% + .30 bps bonus	2.5%+ .30 bps bonus
FFL 2	4.5% + .15 bps bonus	2.5%+ .15 bps bonus
FFL 1	4.50%	2.50%

**Ascent 10 Bonus Pro**

	Ages 0-75	Ages 76-78
FFL 10	6.50%	4.50%
FFL 9	6.0% + .30 bps bonus	4.0%+ .30 bps bonus
FFL 8	6.0% + .15 bps bonus	4.0%+ .15 bps bonus
FFL 7	6.00%	4.00%
FFL 6	5.50% + .30 bps bonus	3.50%+ .30 bps bonus
FFL 5	5.50% + .15 bps bonus	3.50%+ .15 bps bonus
FFL 4	5.50%	3.50%
FFL 3	4.75% + .30 bps bonus	2.75%+ .30 bps bonus
FFL 2	4.75% + .15 bps bonus	2.75%+ .15 bps bonus
FFL 1	4.75%	2.75%