

Retirement income options in the public sector

A new retirement landscape

The U.S. retirement system is constantly evolving to adapt to a growing population, legislative changes and shifts in economic trends. Today, as defined contribution (DC) plans become the new normal, employers in the public sector face the challenge of arming their employees with options that can generate the type of guaranteed income provided by traditional defined benefit (DB) pension plans. Determining how to replicate this income stream can be daunting for DC plan participants, which is why providing them with the right tools and education is key to helping them achieve retirement security.

What employees want

Outliving retirement savings is a top concern for 66% of public sector employees, and they are turning to their employers for help.¹ 54% of employees believe their employers' have a responsibility to help them save for retirement.² The good news is that public sector employers are hearing their employees' concerns:

- **39%** either reported offering a guaranteed retirement income product or were in discussions to add one soon³

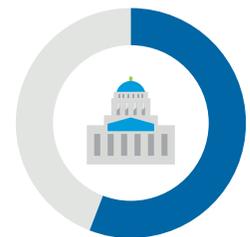
And of the public employers that currently offer a guaranteed income retirement product:

- **76%** did so because of industry trends³
- **38%** did so because participants asked for it³

Our solutions for retirement income

In a DC plan only fixed income annuities can provide a guaranteed stream of income in retirement that cannot be outlived - period.⁸ We provide fixed income annuities as a distribution option within a DC plan. Our solutions are:

- **Simple & Easy** — As a plan distribution option, there are no portability concerns and no expensive or timely build with your record-keeper. Fixed income annuity products are easy to implement for plan sponsors and easy to understand by participants.
- **No Cost for Plan Sponsors** — Participants benefit from institutional pricing on lifetime income products at no additional cost to plan sponsors.



66%
of public sector employees are worried about outliving their retirement savings.¹

- **Complementary** — Can be used as one part of an overall retirement income strategy to cover fixed expenses while keeping other assets liquid.
- **Advocacy** — Maximize successful retirement outcomes, with customizable communications and award-winning education that is backed by superior customer service.

Income now: MetLife Guaranteed Income Program®

A fixed immediate income annuity that offers:

- A series of consistent, predictable income payments that are guaranteed for as long as a participant lives⁸
- A stream of income that can help cover essential expenses during retirement
- The option to add inflation protection and/or a cash refund for additional protection of a participant's money and loved ones

Income later: MetLife Retirement Income Insurance® QLAC

A deferred fixed income annuity that allows a participant to purchase an annuity today and begin payments at a later age (typically 80 – 85), and provides:

- A longer deferral period which translates into higher income payments once they begin
- A reduced required minimum distribution which means less reportable income
- Protection against longevity risk while remaining assets in the DC plan can continue to grow over time

Please contact a member of our team below for more information:

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About Us

- The MetLife enterprise serves **approximately 3,000 public sector organizations** across the country⁴
- **100% of our public sector customers** find us easy to do business with⁵
- **50%** of the state governments across the U.S. offer our group benefits⁴
- Metropolitan Tower Life Insurance Company has a strong balance sheet, a strong capital position and is **well-positioned to fulfill its obligations**⁷
- Rating agencies — Moody's, Fitch, A.M. Best Co. and Standard & Poor's — have awarded Metropolitan Tower Life Insurance Company **high ratings in financial strength and claims-paying ability**⁸

1. 16th Annual MetLife U.S. Employee Benefit Trends Study, 2018.

2. 17th Annual MetLife U.S. Employee Benefit Trends Study, 2019.

3. NAGDCA Public Sector Defined Contribution Plan Survey Report, 2015.

4. MetLife Internal Book of Business, 2018.

5. MetLife National Accounts and Regional Market Account Management Satisfaction surveys. Based on responses from public sector customers who participated and responded to the survey, 2016.

6. All guarantees are based on the claims-paying ability and financial strength of Metropolitan Tower Life Insurance Company.

7. As of December 31, 2018.

8. For current ratings information and a more complete analysis of the financial strength of Metropolitan Tower Life Insurance Company, please go to www.metlife.com and click on "About Us," "Corporate Profile," "Ratings."

metlife.com/retirementincome

