

Institutional Income Annuities Overview



85%

of plan sponsors believe income should be the core purpose of a DC plan.¹

The ongoing shift from defined benefit (DB) plans to defined contribution (DC) plans requires employees to assume more responsibility for saving and generating income to last throughout retirement. DC plans' relative low cost, participant control and access to market returns are key factors that have contributed to their popularity.

However, since DC plans lack the guaranteed source of lifetime income that DB plans provide, employees must now replicate this income stream on their own. Only an annuity can guarantee income that retirees cannot outlive.

Why an income annuity?

Fixed income annuities help to ensure that employees have a guaranteed and predictable layer of income to meet their financial needs in retirement. They can also help complete employers' retirement income objectives, with either:

- A distribution option within a defined contribution plan
- An IRA rollover*
- A way of fulfilling non-qualified executive benefit obligations — can be a valuable executive retention tool for Supplemental Executive Retirement Plans (SERPs), Non-Qualified Deferred Compensation (NQDC) Plans and Executive Bonus Plans (Sec. 162)²

Benefits for the employer

- **Easy** — Products and programs are understandable and easy to implement at no cost to you
- **Institutionally Priced** — Employees benefit from group annuity pricing that has the potential to provide higher income payments than if purchased on their own
- **Complementary** — Can enhance an existing defined benefit or defined contribution program
- **Competitive** — Provides guaranteed income that other marketplace alternatives (CDs, bonds, money markets) cannot
- **Flexible** — Customized communication plans to fit your needs and to educate your employees about the importance of retirement income solutions

Our solutions for retirement income

MetLife Guaranteed Income Program®

A fixed income annuity that offers:

- A series of consistent, predictable income payments that are guaranteed for as long as a participant lives
- 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

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 distribution which means less reportable income
- Protection against longevity risk while remaining assets in your DC plan can continue to grow over time

Tools that help make managing benefits easy

We can provide you with an array of services, decision support tools and guidance to help your employees reach their retirement income goals, including:

- A dedicated Client Relations manager to ensure a smooth implementation and ongoing support
- A comprehensive retirement income communications plan that meets the needs of your company and employees
- Access to our online resources:
 - QuoteExpress®, an easy-to-use online tool providing real-time MetLife income annuity quotes for your employees
 - The Retirement Income Center, our employee portal that provides comprehensive education, interactive planning tools such as the Life Expectancy Calculator and access to real-time annuity quotes

Please contact a member of the MetLife team below for more information:

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Retirees typically need up to
85%
of their pre-retirement income to maintain a reasonable standard of living.³



Yet nearly
45%
of retired households will lack the adequate retirement income for basic retirement needs.⁴

1. MetLife 2016 Lifetime Income Poll.

2. Does not apply to MetLife Retirement Income Insurance® QLAC.

3. "The Retirement Crisis and a Plan to Solve It," US Senate HELP Committee, 2012.

4. "Retirement Income Adequacy for Boomers and Gen Xers: Evidence from the 2012 EBRI Retirement Security Projection Model" by Jack Vanderhei, Ph.D., EBRI.

[metlife.com/retirementincome](https://www.metlife.com/retirementincome)