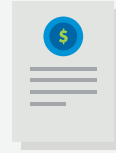


2016 Lifetime Income Poll

Plan Sponsor Findings



85% of plan sponsors say income should be the core purpose of a DC plan



96% of plan sponsors support lifetime income disclosures on DC plan benefit statements



62% of plan sponsors agree that encouraging workers to consider guaranteed lifetime income options represents sound public policy



92% of plan sponsors want a workable safe harbor for annuity carrier selection



53% of plan sponsors are likely to offer a QLAC in the next five years

Best Practices



90% of plan sponsors believe simplicity is in the best interest of plan participants



58% of plan sponsors do not believe withdrawal solutions with minimum guarantees are easy to understand



72% of plan sponsors say only offering lump sums or systematic withdrawals is not in the best interest of participants



79% of plan sponsors prefer partial annuitization to an all or nothing approach where participants must take either a lump sum or an annuity

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The MetLife Lifetime Income Poll was fielded May 17-23, 2016. The Poll gauged defined contribution (DC) plan sponsors' familiarity with — and knowledge about — regulatory developments by the U.S. Departments of Labor and Treasury to strengthen retirement security among U.S. workers. MetLife commissioned MMR Research Associates, Inc. to conduct the online survey in cooperation with Strategic Insight. There were 212 DC plan sponsors who participated in the survey from among the Fortune 1000™ companies, as well as the next largest 2,000 companies by DC plan asset size. Among the plan sponsor-respondents, 80% reported DC plan assets of \$250 million or more, with 44% having assets greater than \$1 billion.

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