



MetLife Mature Market Institute's
"Top Ten in Ten"
1997-2007

MetLife Mature Market Institute®

THE METLIFE MATURE MARKET INSTITUTE®

The MetLife Mature Market Institute is the company's information and policy center on issues relating to aging, retirement, long-term care, and the mature market. The Institute, staffed by gerontologists, provides research, training and education, consultation, and information to support Metropolitan Life Insurance Company, its corporate customers, and business partners. MetLife, a subsidiary of MetLife, Inc. (NYSE: MET), is a leading provider of insurance and other financial services to individual and institutional customers.

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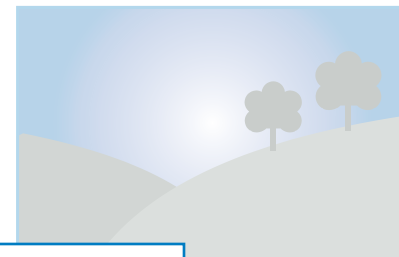
1997



2001

2003

2006



2004

1998

MetLife Mature Market Institute's "Top Ten in Ten" 1997-2007

In its role as MetLife's center of expertise on the 50+ market, the MetLife Mature Market Institute (MMI) celebrates 10 years of bringing groundbreaking research on aging, caregiving, long-term care, and retirement to the industry and to consumers at large. The following is a summary of the top 10 studies conducted by the Mature Market Institute over the past 10 years.

1999



2002



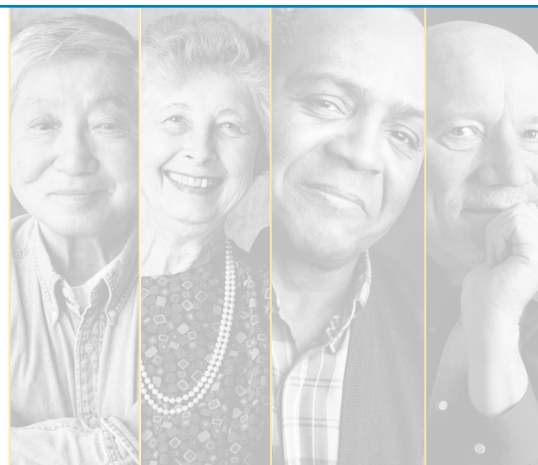
2007



2000



2005



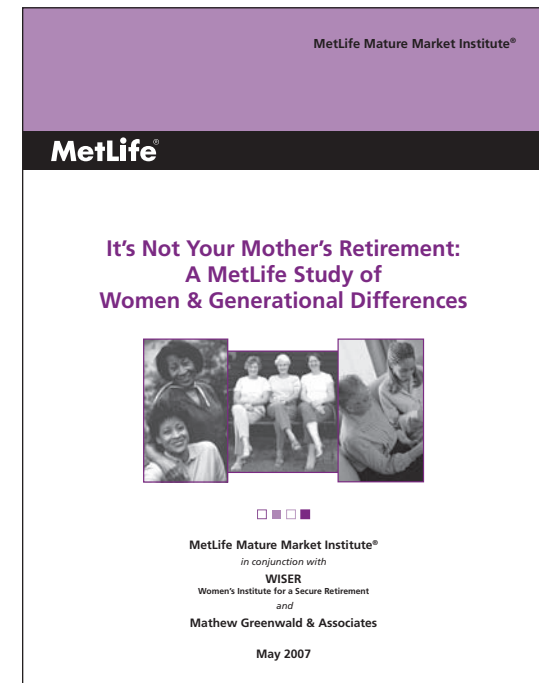
It's Not Your Mother's Retirement: A MetLife Study of Women and Generational Differences



This study, released in May 2007, found that when it comes to retirement, mothers and daughters don't always see eye to eye. The study, created in partnership with Women's Institute for a Secure Retirement (WISER), reported that retirement for women will be redefined by the younger generations, who expect to have a more active retirement with varied pursuits, including travel, social interaction with family and friends and an extended work life. However, they will enter retirement with higher levels of debt and are expected to make a greater financial adjustment than their mothers before them had done.

Among the key findings:

- Daughters (22%) are almost twice as likely as their mothers (12%) to have \$25,000 or more in consumer debt (apart from home mortgages), indicating that daughters could experience more difficulty than their mothers while adjusting to living on a fixed income in retirement.
- Three-quarters of mothers retired before the traditional retirement age of 65, yet only 37% of their daughters predict they will retire before then. 17% of daughters say they will be age 70 or older, and 6% say they will never retire.
- Both generations are worried about being derailed by poor health and rising health care costs.



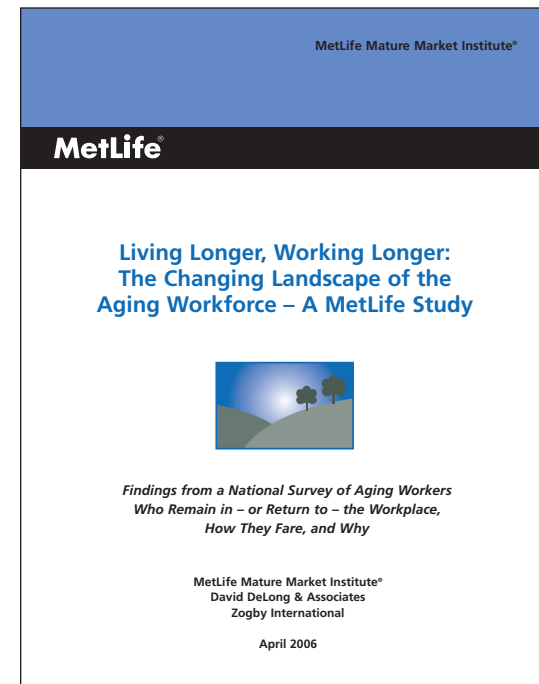
Living Longer, Working Longer: The Changing Landscape of the Aging Workforce – A MetLife Study



Conducted in partnership with David DeLong & Associates, this 2006 study examines the decisions that older workers are making about work and retirement in America. The findings have important implications for employers, who will need to increasingly retain and recruit older workers in the years ahead, as well as for employees, who will need to realistically plan for their retirement years. According to the study, older workers today are changing the concept of retirement as they live longer and work well past traditional retirement age—some even returning to the workforce after they “retire” and/or opting for “portfolios” of paid and volunteer positions.

Among the key findings:

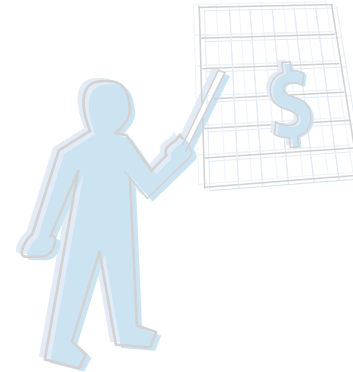
- Among the survey’s respondents, individuals aged 55–59 are the least confident about having money in retirement, with approximately 44% worried that they will not be able to live comfortably if they live past age 85.
- Approximately half of all respondents surveyed characterize their health as “excellent” or “very good”—49% of 66-70 year-olds, 52% of 60-65 year-olds, and 54% of 55-59 year-olds, indicating an aging workforce that appears to be healthy enough to handle the physical demands of work for the foreseeable future.
- Among workers age 55-59, economic incentives for returning to and/or remaining in the workplace take precedence, with 72% of employees in this age bracket citing “need income to live on” as a primary reason for working. Economic incentives were also the number one motive cited by 60-65 year-olds (60%), followed by a desire to “stay active and engaged” (54%) and “do meaningful work” (43%).
- Among 66-70 year-olds, 72% of employees cited the desire to “stay active and engaged” as a primary reason to work, followed by “the opportunity to do meaningful work” (47%) and “social interaction with colleagues” (42%).



The MetLife Caregiving Cost Study: Productivity Losses to U.S. Business



The MetLife Caregiving Cost Study, conducted with the National Alliance for Caregiving, was first conducted in 1997 and again in 2006. The results of the 2006 study yielded groundbreaking information for employers and employees alike, revealing the impact that caregiving has on businesses due to employees' needs to make workplace accommodations because of caregiving responsibilities. These accommodations include moving from full- to part-time work, being able to make phone calls from the office, and an increase in absences.



Among the key findings:

- The total estimated annual cost of lost productivity to U.S. businesses from full-time employees who are caregivers ranges from \$17.1 billion for those with intense caregiving responsibilities to a total of \$33.6 billion, for all caregivers.
- The average cost per employee for those with intense caregiving responsibilities is \$2,441.
- The average cost per employee for all full-time, employed caregivers is \$2,110.

Total Estimated Cost to Employers of All Full Time Employed Caregivers		
	Cost per Employee	Total Employer Cost
Replacing Employees	\$413	\$6,585,310,888
Absenteeism	\$320	\$5,096,925,912
Partial Absenteeism	\$121	\$1,923,730,754
Workday Interruptions	\$394	\$6,282,281,750
Eldercare Crisis	\$238	\$3,799,217,477
Supervisor Time	\$113	\$1,796,385,842
Unpaid Leave	\$212	\$3,377,082,202
Full-Time to Part-Time	\$299	\$4,758,135,522
Total	\$2,110	\$33,619,070,346

Out and Aging: The MetLife Study of Lesbian and Gay Baby Boomers

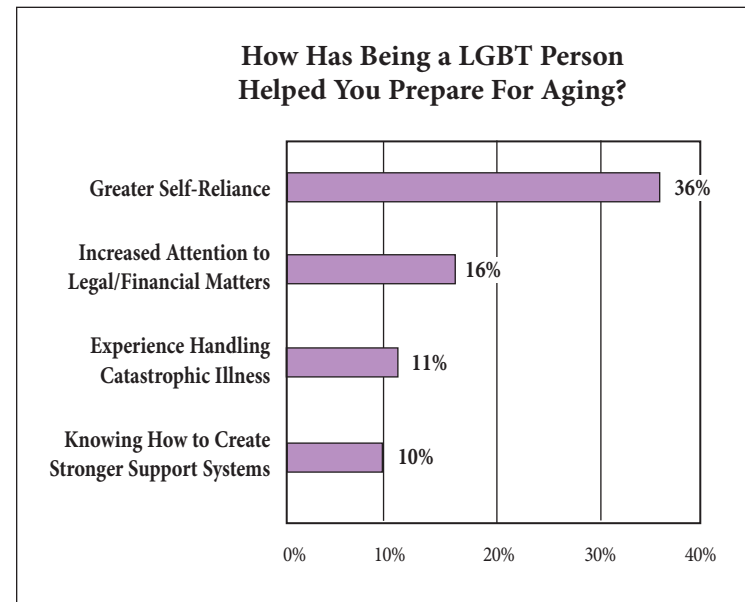


In 2006, the Mature Market Institute, in partnership with the Lesbian and Gay Aging Issues Network of the American Society on Aging, undertook a national survey of lesbian, gay, bisexual and transgender (LGBT) Baby Boomers. The study found that LGBT Baby Boomers have more distinct concerns about aging with regard to retirement finances, personal support and end-of-life legal issues and will provide others with care at a higher rate than those in the general population.



Among the key findings:

- One in four LGBT individuals surveyed said they had provided care for an adult friend or family member within the last six months, compared with previous studies of the U.S. population as a whole that have found only one in five adults served as a caregiver in that timeframe.
- More than a quarter (27%) of LGBT boomers reported great concern about discrimination as they age, and less than half expressed strong confidence that healthcare professionals will treat them “with dignity and respect.”
- One half (51%) of LGBT baby boomers have yet to complete wills or living wills spelling out their long-term care and end-of-life wishes—yet such documents are particularly important for LGBT older adults given the current lack of legal protection for LGBT couples and families.



The MetLife Mature Market Survey of Assisted Living Costs



This market survey, conducted annually since 2002, reports on the cost of assisted living facilities in locations across the United States. The national average for a private room with a private bath in an assisted living facility increased 2.2% from 2005 to 2006 and approximately 15% between 2004 and 2005.

Among the key findings:

- The national average, private pay monthly base rate for an individual residing in an assisted living facility in 2006 was \$2,968 monthly.
- Rates varied widely by region, with North Dakota the lowest (\$1,742 monthly) and the Bridgewater, NJ area the highest (\$5,197 monthly).
- 48% of assisted living facilities provide dementia care, with 23% charging additional fees ranging from \$750 to \$2,200 monthly.

RESULTS

- The 2006 national average, private pay monthly rate for a private room with a private bath in an assisted living facility is **\$2,968** or \$35,616 annually, a \$63 or 2.2% increase from 2005.
- In 2005, the national average, private pay monthly rate for a private room with a private bath in an assisted living facility was **\$2,905** or \$34,860.
- In 2004, the national average, private pay monthly rate for a private room with a private bath in an assisted living facility was **\$2,524** or \$30,288 annually.
- Almost half, or 48% of facilities surveyed provided dementia care for residents. Of those charging an additional fee (23%), the extra charges ranged from an additional \$750 to an additional \$2,200 monthly.

The MetLife Market Survey of Nursing Home & Home Care Costs



Since 2000, the MetLife Mature Market Institute conducts a market survey of nursing home and home care costs in the United States. According to the 2006 study, the cost for a semi-private nursing home rose almost 4% from 2005 to 2006, while the cost for home care remained relatively stable.

Among the key findings:

- The national average daily rate for a private room in a nursing home is \$206, or \$75,190 annually.
- The national average daily rate for a semi-private room in a nursing home is \$183, or \$66,795 annually.
- The national hourly rate for home health aides is \$19. The national average hourly rate for homemakers/companions is \$17.
- Daily nursing home rates range considerably by region. The Shreveport, LA area had the lowest rates for a private room in a nursing home, averaging \$111 a day, and Alaska the highest, averaging \$578 daily.

RESULTS

- The 2006 average daily rate for a private room in a nursing home is **\$206** (\$75,190 annually), a \$3 or 1.5% increase over the 2005 rate of \$203. In 2004 the rate was \$192 daily.
- The 2006 average daily rate for a semi-private room in a nursing home is **\$183** (\$66,795 annually), \$7 or 3.9% increase over the 2005 rate of \$176. In 2004 the rate was \$169 daily.
- The 2006 average hourly rate for a home health aide is **\$19**, the same as in 2005. In 2004 the rate was \$18 hourly.
- The 2006 average hourly rate for a homemaker/ companion is **\$17**, or the same as the 2005 rate. These rates were not surveyed in 2004

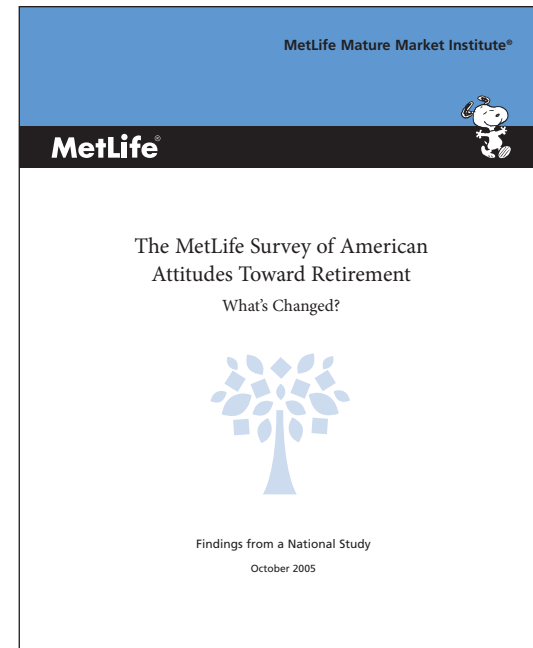
American Attitudes Toward Retirement: What's Changed?



The study, first conducted in 2001 and re-conducted in 2005, examines how Baby Boomer's attitudes towards retirement have changed as they age. When the Boomers were first surveyed, they were optimistic about retirement and were overwhelmingly looking forward to this stage of life. Four years later, as retirement loomed ever closer, worries about retirement almost doubled.

Among the key findings:

- Baby Boomers are increasingly anxious about retirement. Between the years of the first and second study, conducted in 2001 and 2005, respectively, the proportion of Boomers who said they are “worried about retirement” has almost doubled, with younger members of this cohort particularly likely to worry.
- Baby Boomers are growing more concerned about potentially outliving their retirement income, and 20% of women believe they will have to scale back “a lot” in retirement.
- The majority of Baby Boomers recognize they are likely to need some form of long-term care as they get older, particularly to help with physical limitations. However, most Boomers have not purchased long-term care insurance, believing that government programs will pay for their long-term care needs.



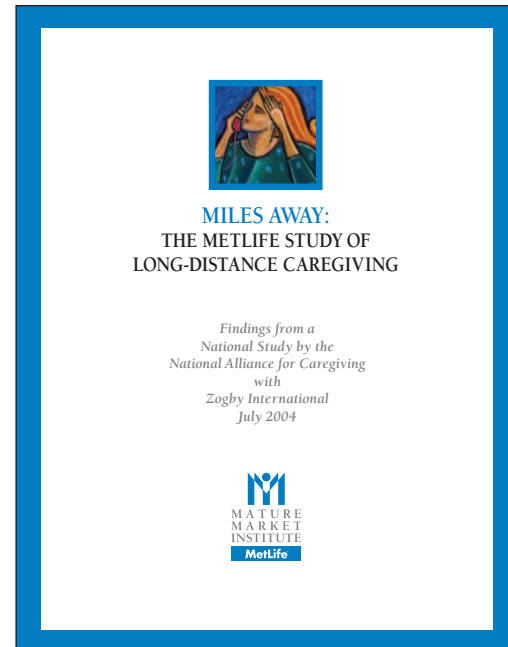
Miles Away: The MetLife Study of Long-Distance Caregiving



There are 34 million Americans providing care to older family members, and 15% of them live more than an hour away from the relative for whom they provide care. In 2004, the MetLife Mature Market Institute and the National Alliance for Caregiving undertook a survey of long-distance caregivers to examine the challenges they face.

Among the key findings:

- Nearly one-fourth (23%) of long-distance caregivers reported they were the only or primary care provider.
- Despite an average distance of 450 miles and 7.23 hours of travel time one-way, the caregivers reported substantial and regular personal contact with the person they were helping—51% reported visiting at least a few times a month.
- Nearly three-quarters of the respondents were helping their loved one with instrumental activities like transportation, shopping, managing finances, or cooking, spending 22 hours a month on this help.
- Long-distance caregivers miss an average of 20 hours per month of work, and they spend an average of \$392 per month, including \$193 on out-of-pocket expenses for caregiving and \$199 on travel.



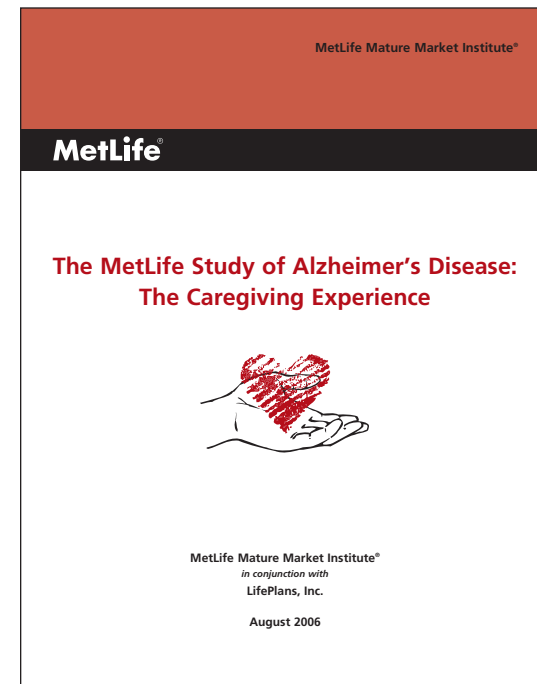
MetLife Study of Alzheimer's Disease: The Caregiving Experience



In 2006, the MetLife Mature Market Institute, in partnership with LifePlans, Inc., delved into the myriad challenges that families face when caring for a friend or loved one living in the community with Alzheimer's disease. The study found that those who were caring for family members with Alzheimer's disease provided more hours of care, experienced greater stress and were more likely to indicate that caregiving had impacted their health than other caregivers.

Among the key findings:

- Alzheimer's disease caregivers provided an average of 47 hours of care weekly, compared to 33 hours by caregivers for physically impaired individuals.
- Compared to peers caring for people with purely physical impairments, caregivers of persons with Alzheimer's disease experienced more stress on all measures.
- For an individual with Alzheimer's, the total average cost of services annually, considering paid and unpaid care, was \$77,447, compared to \$59,088 for a person with serious physical problems.



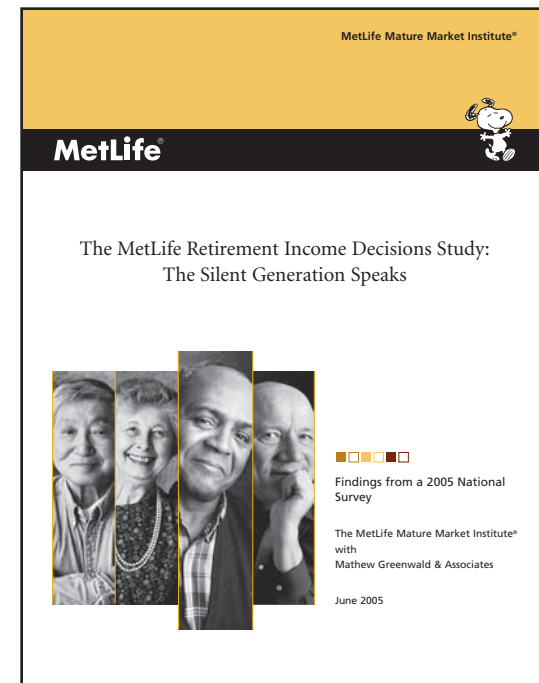
The MetLife Retirement Income Decisions Study: The Silent Generation Speaks



In 2005, the study of pre-retiree and retiree members of the “Silent Generation” (Americans now between the ages of 61 and 73) found that the large majority of Silents believe they would have enough assets to live comfortably in retirement. This belief may stem from the findings that they have or anticipate multiple sources of guaranteed income, as these individuals may very well comprise the last generation to count on defined benefit plans.

Among the key findings:

- There is a correlation between guaranteed or fixed sources of income from pensions and annuities and an increased feeling of comfort in retirement. Retirees who have both a pension and an annuity are nearly three times more likely to say retirement is much better than they expected (32% vs. 11%).
- Three-quarters of respondents say the amount of income they expect to receive from fixed sources is an “extremely” or “very important” factor in deciding how much money they spend in the current year.
- Despite their optimism, Silents may still be at risk of outliving their assets in retirement, as they tend to underestimate their longevity, overestimate the return on their investments, have not estimated the effects of inflation and have not calculated how much income they will need over a lifetime.
- Fewer than half of the Silent Generation (45% of retirees and 43% of pre-retirees) say that it is important to leave an inheritance to anyone other than their spouse.





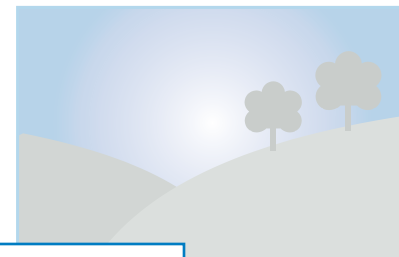
1997



2001

2003

2006



The MetLife Mature Market Institute, part of the company's Retirement Strategies Group, has been providing research, knowledge management, education, and policy support to MetLife and its customers for over ten years.

For more information on any of the studies mentioned above and about the MetLife Mature Market Institute, please visit www.MatureMarketInstitute.com.

1999



2004

2002

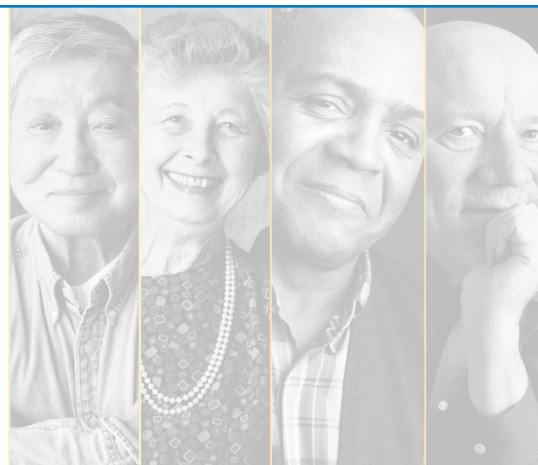
1998



2000



2005



2007

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