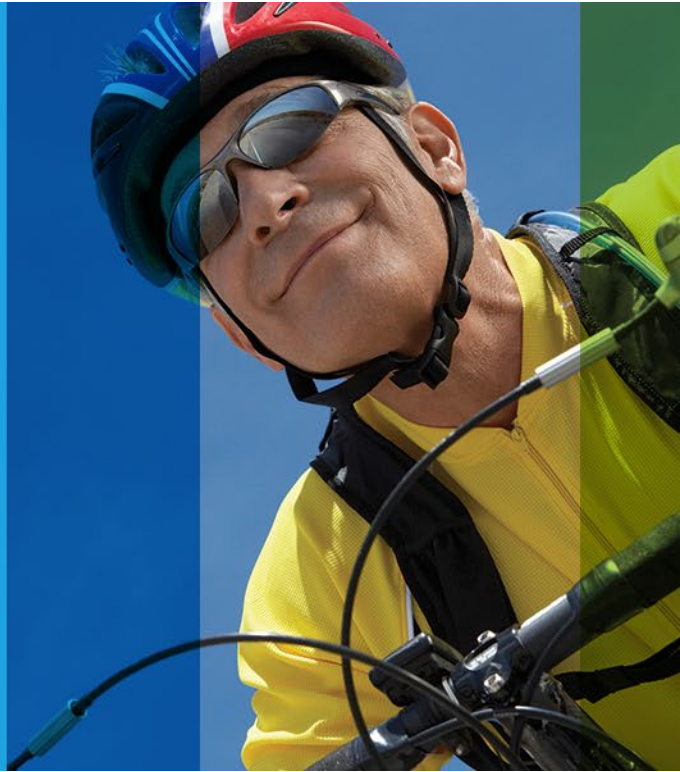




Navigating life together

Making the Most of What You Have

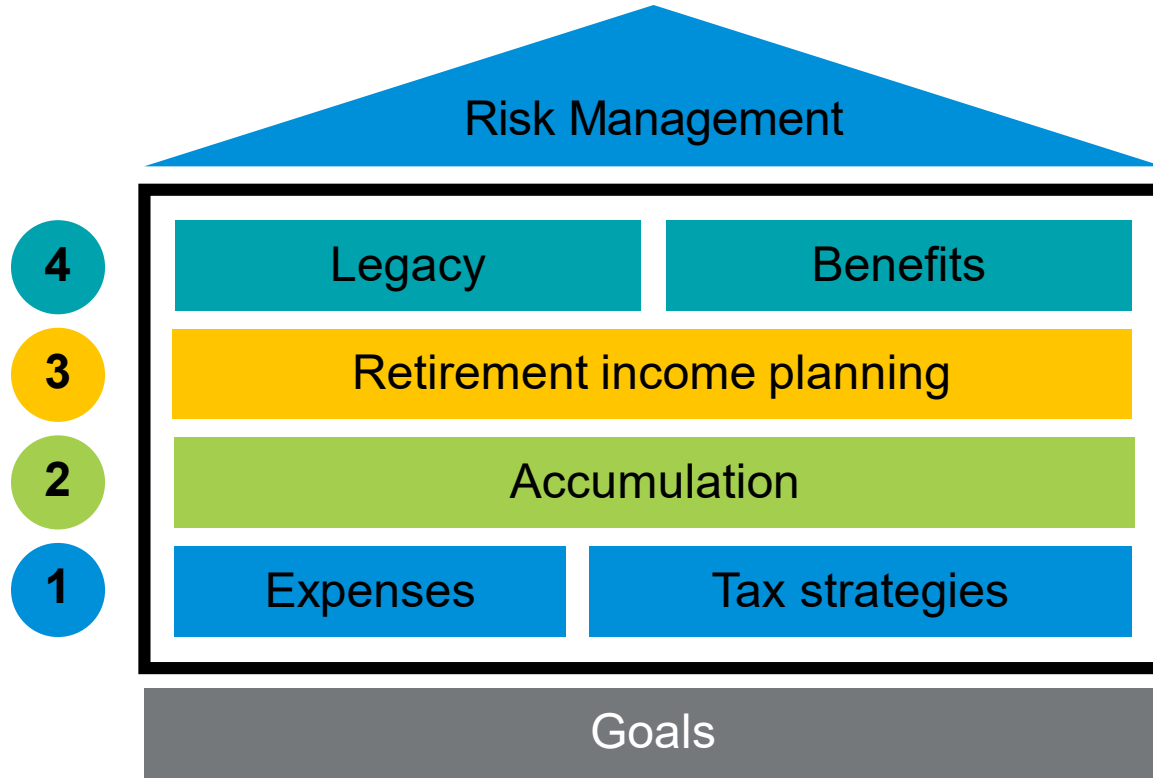
Making the Most of What You Have





What is important about retirement planning to you?

Building your “retirement house”



Making the most of your employer benefits

Things to consider as you plan for retirement

Income Replacement

Defined contribution and defined benefit plans

Income and Asset Protection

Life and disability income insurance

Health and Welfare

Medical and dental

Income Replacement

Income replacement plans

Defined benefit plans

- Benefit formulas
- Distribution/payout options
- Surviving spouse considerations
- Waiting to retire

Defined contribution plans

- Tax consequences
- Catch up contributions

Income and Asset Protection

Income and asset protection benefits

Life insurance

- How much is right for you?
- Can you continue or convert your employer coverage?
- Why would you need insurance after retirement?

Disability income insurance

- Are you taking advantage of what you have today?

Group life insurance: learn the details

Reduction and termination of benefits

- Reduces or terminates at retirement
- Is it portable?

Conversion

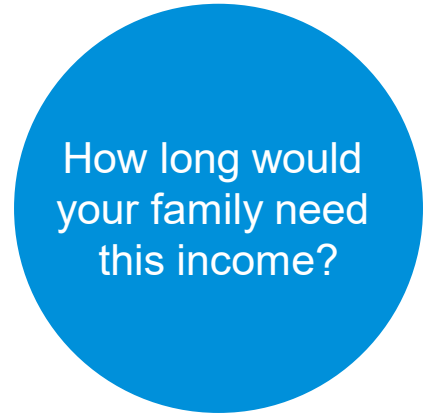
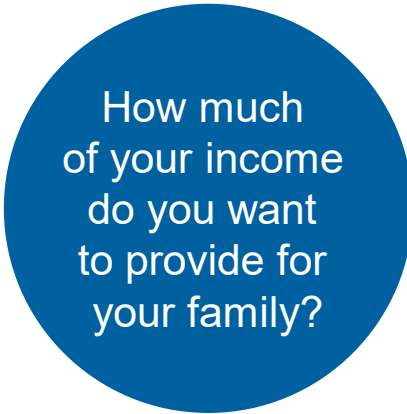
- You have 31 days of your group benefits terminating to convert. How much coverage can be converted?
- The convertible amount is the discontinued amount of group coverage

KEY TAKEAWAY:

Find out from your employer the details of your group life insurance

How much life insurance is enough?

Simple steps to protect income in the event that something happens to you



KEY TAKEAWAY:

You should have enough life insurance to ensure your family can meet their obligations without you

Life insurance: term vs. permanent

	Term	Permanent
Tax-advantaged death benefits	Yes	Yes
Flexible payments*	No	Yes, with universal life and variable universal life
Tax deferred savings benefit	No	Yes
Cash value guaranteed	No	Yes, only with whole life

Most insurance policies contain exclusions, limitations, reduction of benefits, surrender charges and terms for keeping them in force. Your representative can provide you with costs and complete details. All guarantees are based upon the financial strength and claims-paying ability of the issuing insurance company.

*Skipping or postponing premiums can affect your policy's cash value and death benefit, and may cause increased premium requirements later.

KEY TAKEAWAY:

Term and permanent life insurance offer different benefits

Life insurance needs for all life stages

- ▶ Debt elimination/mortgage or other obligations
- ▶ Income replacement
- ▶ Children relying on you for financial support
- ▶ Aging parents or in-laws needing extended care
- ▶ Leaving an inheritance to children and/or charity
- ▶ Tax and asset diversification in retirement

KEY TAKEAWAY:

Life insurance can provide added value in retirement

Cash Value (Permanent) Life Insurance: an asset

Stability and diversification

The cash value, death benefit and potential income may be structured so they are not affected by the economy or changes in the stock market*

Cash value accumulation

Money through its cash value can be used for college, paying off the mortgage, emergencies or as supplemental retirement income

*Only variable life insurance would be subject to the economy or changes in the stock market.

Cash Value (Permanent) Life Insurance: an asset

- **Systematic and disciplined approach to accumulate funds**
- **Tax savings** with income tax-free death benefit and potential for tax-deferred growth guaranteed
- **Flexible funding limits**
- **Unlike many retirement plans there is no 10% penalty tax** on cash value distribution before age 59½

Only permanent insurance policies should be considered assets, since they are the only policies that have cash value.

Disability income insurance

- Disability income insurance can replace a portion of your income if you become sick or hurt and are unable to work
- Take advantage of what is available through your employer today

Three factors to understand in a company disability plan

Incentive pay

Taxes

Maximum
benefit levels



Health and Welfare Benefits

Medical and Dental Coverage

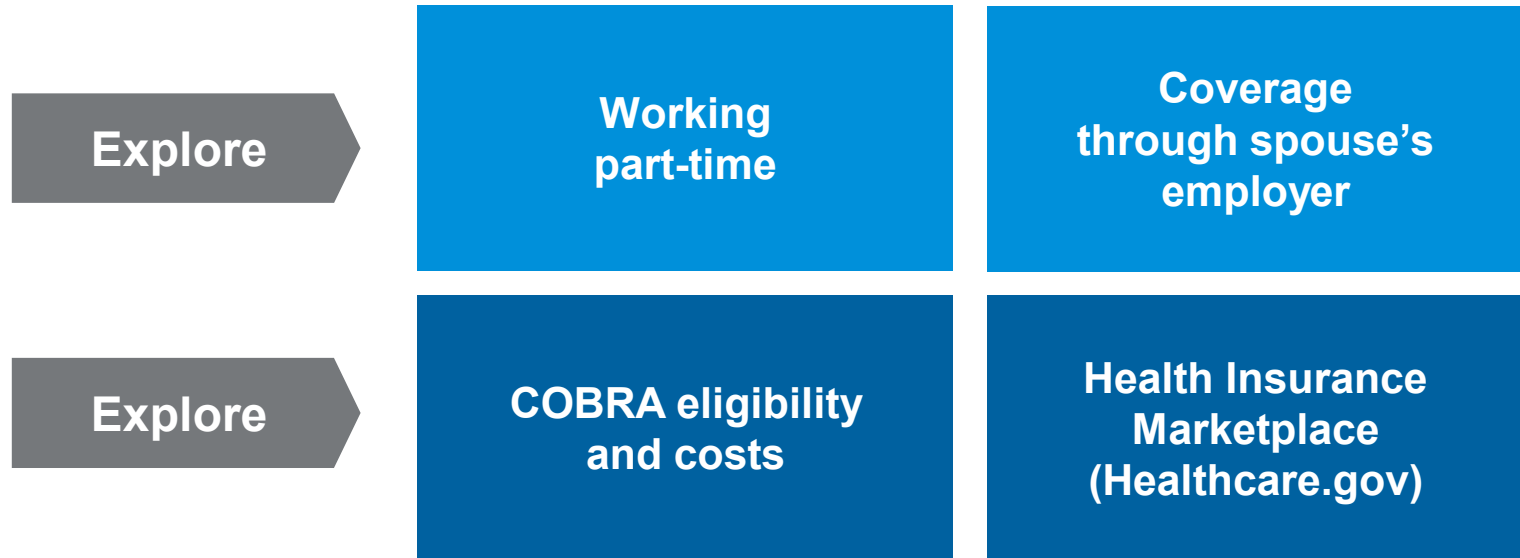
Is employer-provided retiree healthcare available to you and your family?

- When will benefits begin and how long will they continue?
- How do benefits compare with current coverage?
- How much will benefits cost before and after you become Medicare-eligible?
- What about dental, prescription drug coverage and vision?

How will this affect your retirement planning?

- Will you have higher medical coverage costs?
- Will any additional assets be required?

Planning to retire before age 65?

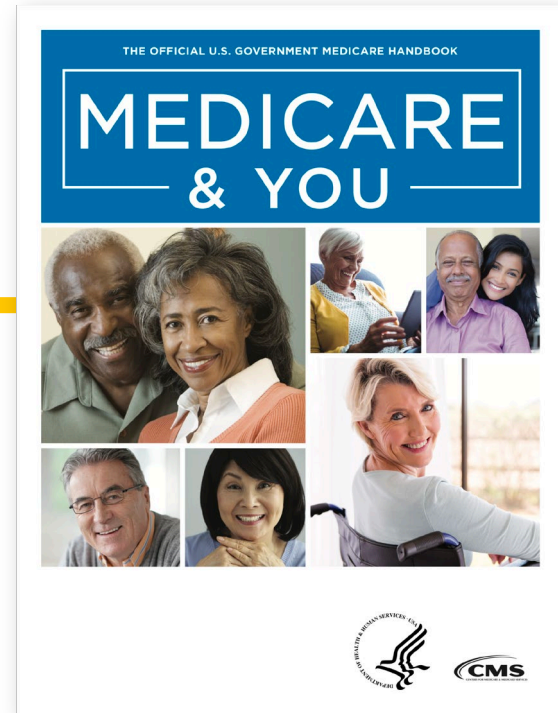


Understand your Medicare benefits

You're automatically enrolled in original Medicare at age 65 if you receive Social Security benefits

Contact Medicare 3 months before turning 65 to discuss enrollment

**800-MEDICARE (633-4227)
or [medicare.gov](https://www.medicare.gov)**



Medicare health plan options

Medicare Part A	Hospital Insurance	Eligible at age 65; funded through payroll taxes
Medicare Part B	Medical Insurance	Monthly premium (\$135.50 or higher depending on income) paid through Social Security
Medigap	Medicare Supplement Plans	Extra health insurance from private insurers
Medicare Advantage Part C	Medicare A+B + extra services	Covers all Medicare services generally with extra coverage, like vision, hearing and dental coverage
Medicare Part D	Prescription drug coverage	Subsidizes the costs of prescription drugs and prescription drug insurance premiums; average \$33 monthly premium

Medicare.gov 2019

Medicare and Medigap DO NOT cover...

Most dental care and dentures

Acupuncture

Eye examinations related to prescribing glasses

Hearing aids and exams for fitting them

Cosmetic surgery

Long term care

KEY TAKEAWAY:

Make sure your retirement strategy accounts for these expenses

Long term care — what it costs and how will you pay

The national average rate for a private room in a nursing home is . . .

\$100,275
annually

or

\$275
a day

How will you pay?

- Self-insure with personal savings
- “My family will take care of me.”
- Government programs
- Insurance that can provide benefits for long term care

2018 Genworth Cost of Care Study

Separating myths from realities

Myth

Most long term care is provided in a nursing home

Medicare, health insurance and disability insurance pay long term care expenses

You can immediately qualify for Medicaid to pay for long term care by transferring assets to family

Family history, income and age are all primary factors in calculating long term care insurance premiums

Reality

▶ Most long term care is provided at home

▶ Long term care insurance is the only form of private insurance that pays long term care expenses

▶ Upon application, the state will “look-back” over five years to see if assets were transferred for less than fair market value. If so, application may be denied.

▶ Age is a primary factor in calculating long term care insurance premiums

Source: <http://www.dailyfinance.com/photos/7-myths-of-long-term-care/#!fullscreen&slide=976300>

Take the time to look at your additional benefits

What can they do for you?

Close gaps in
your employer
benefits package

Make it easy
through payroll
deduction

Reduce the burden
of out-of-pocket
expenses

Are you Retirement Ready?

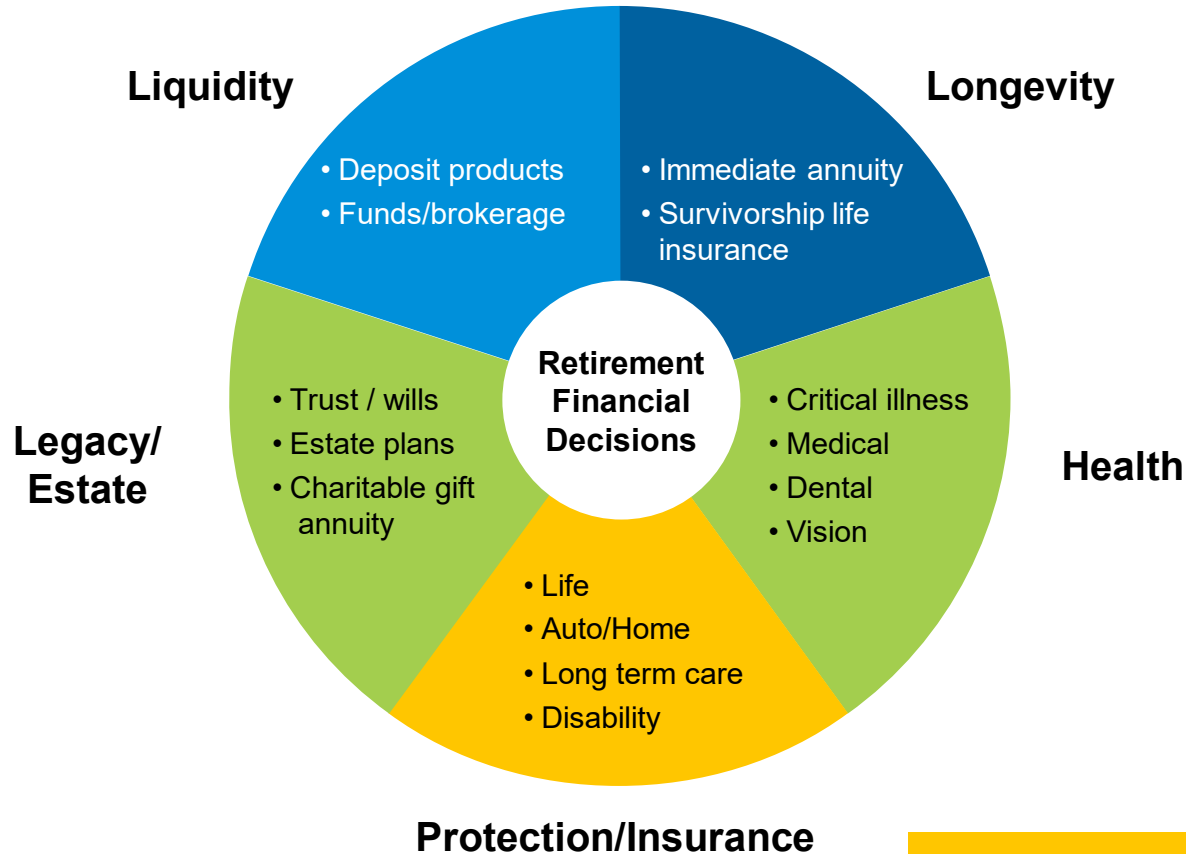
15 tasks toward a successful transition into retirement

- Assessing your retirement readiness
- Taking action

Not at all complete ← → Fully complete

Category	Task	1	2	3	4
Work	Decided whether to fully retire, or to work part-time in retirement				
	Determined which of my skills could be easily transferred to a new part-time job				
	Looked into alternate career or part-time work opportunities for myself in retirement				
	Formulated ideas about how much I'd like to work in retirement				
	Explored what employment possibilities are available to me if I want to keep working full- or part-time in retirement				
Leisure & Activity	Determined the proper balance between work and leisure time if forced to choose				
	Identified my personal goals in retirement				
Relationships	Considered the importance of relationships with co-workers when making a decision to retire				
	Considered how the various aspects of my retirement might positively or negatively affect the relationships I have with my family and friends				
Income & Benefits	Assessed whether full-time retirement would be financially feasible for me at this point in my life				
	Evaluated how changes in the economy will affect my pension, investments, and retirement benefits				
	Determined the steps that are necessary for maintaining a personally satisfying retirement				
Planning	Determined the factors which are critical to maintaining a personally satisfying retirement				
	Developed an alternative plan that could get me through a considerable and unexpected setback in my retirement				
	Evaluated whether my retirement plans meet the demands of personal, social, and financial changes				
Totals					

The Elements of a Retirement Plan





Estate planning is often overlooked

3 phases of estate planning

Creation

Creating an estate to protect heirs in the event of an early death

Distribution

Having an appropriate plan for the distribution of estate assets to heirs

Preservation

Paying the costs associated with passing on an estate to heirs

How property passes at death

By Law

Joint Tenancy with Rights of Survivorship
Community Property
Tenants by the Entireties

By Contract

By the terms of a Living Trust
By the terms of a Buy-Sell Agreement
By Beneficiary Designation (i.e. pension, IRA , insurance)

By Last Will and Testament

Jewelry, cars and bank and brokerage accounts

By State Laws of Intestacy

In absence of direction

What is probate?

Probate is a legal process that carries out a will under court supervision

- Public record
- May be lengthy and costly
- Can be avoided: joint tenancy, transfer on death

Executor/Administrator

Submits will for probate



Probate Court

- Takes control of estate assets
- Notifies creditors of probate
- Files property tax returns
- Petitions Court

Proper estate planning is key to your wishes being carried out

ESTATE PLANNING CHECKLIST

- Last will and testament
- Durable power of attorney
- Living will and health care proxy
- Beneficiary designations
- HIPAA (Health Insurance Portability and Accountability Act) release form
- Designate a “digital fiduciary”
- Special needs plan, if required

The federal estate tax system

For the very affluent, the federal estate tax is the most significant cost associated with dying

Federal estate tax must be paid in cash (or cash equivalent) within 9 months of death

State estate taxes are imposed for estate values at \$1 million or less in several states

Current Federal Estate Tax Landscape

Year	Exempt Amount Per Person	Top Rate
2010	Estate Tax Is Repealed	
2011	\$5,000,000	35%
2012	\$5,120,000	35%
2013	\$5,250,000	40%
2014	\$5,340,000	40%
2015	\$5,430,000	40%
2016	\$5,450,000	40%
2017	\$5,490,000	40%
2018	\$11,180,000	40%
2019	\$11,400,000	40%

Source: IRS.gov 2019

What could get in the way?

Not only can you **NOT** “take it all with you,” but . . .

Income in Respect of a Decedent (IRD) may also prevent your beneficiaries from “taking it all with them” too.

IRD is income that the deceased was **entitled to, but had not yet received at the time of death**, such as remaining employee compensation or IRA distributions.

Ways to reduce your taxable estate

Pass belongings to beneficiaries while you are still living

▶ **Lifetime gifting**

Remove the life insurance death benefit from your taxable estate

▶ **Irrevocable life insurance trust (ILIT)**

Set up a way to pass assets, but remain in control while you are living

▶ **Living revocable trust with credit shelter provision**

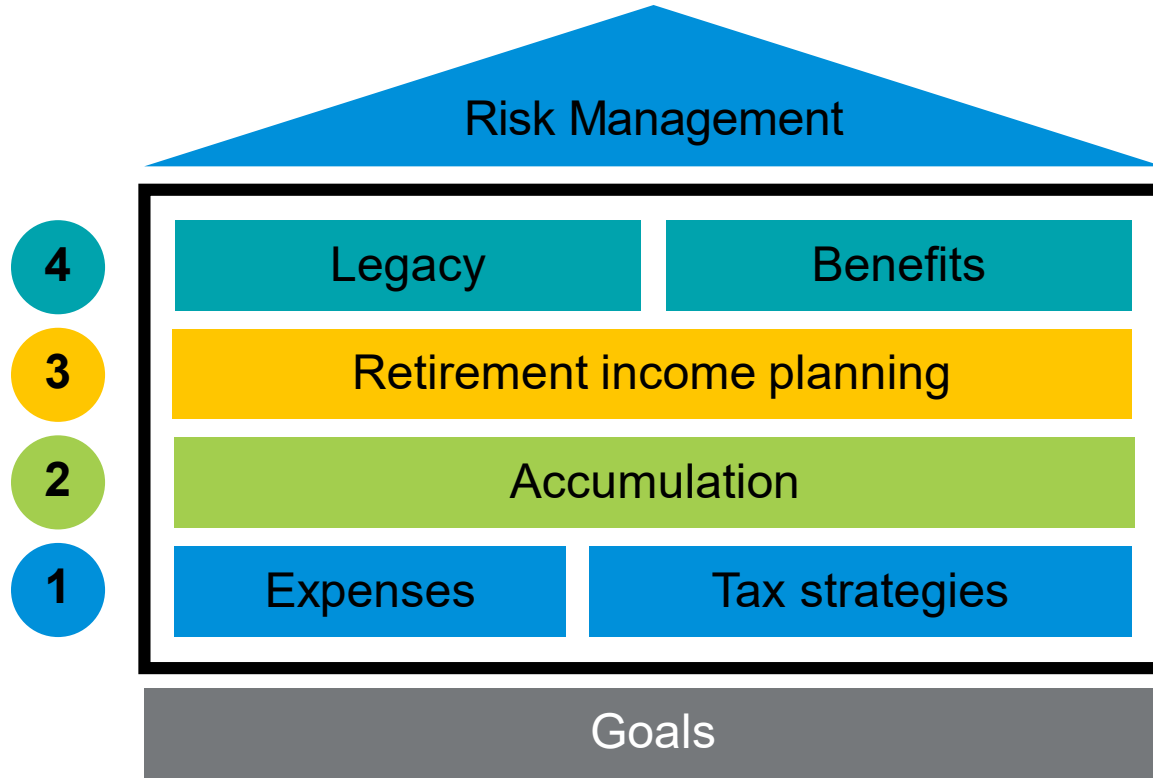
All of these techniques have potential estate, gift and income tax issues that need to be discussed with legal and tax advisors.

While revocable trusts alone do not reduce taxes, a properly drafted revocable trust provides a mechanism for properly utilizing the grantor's estate tax exemption.

Your estate plan next steps: Consult with your financial professional, lawyer and tax advisor

MetLife does not provide tax or legal advice. Please consult your tax advisor or attorney for such guidance. Any discussion of taxes is for general informational purposes only, does not purport to be complete or cover every situation, and should not be construed as legal, tax or accounting advice. Clients should confer with their qualified legal, tax and accounting advisors as appropriate.

Putting it all together



Get someone to help you if you need it



Remember,
you don't
have to go it
alone

What to expect from your complimentary one-on-one consultation

Ask questions from the workshop

Discuss your goals

Gather information for your personalized analysis

Review options for next steps

Evaluation

Your feedback is important to us. Thank you.

1 Thinking about the entire Retirewise workshop, how would you rate the following?

	POOR					EXCELLENT				
	1	2	3	4	5	1	2	3	4	5
Overall satisfaction with the workshop										
Value of information										

2 Was the content in the Retirewise workshop appropriate for you?

Yes Somewhat No

3 What topics in the Retirewise workshop did you find valuable? (Please check all that apply.)

Estate planning Retirement planning Income planning
 Insurance Investment concepts Budgeting
 Tax strategy Financial planning Other _____
 Employee benefits Social Security/Medicare

4 What aspect of the Retirewise workshop did you find valuable? (Please check all that apply.)

Large green book and exercise booklet Opportunity to schedule a personal consultation Hearing from my colleagues
 Speaker(s) expertise Getting my questions answered Other _____
 Easy to understand

5 Thinking of the speaker who delivered the majority of the presentations, please rate the following:

	POOR					EXCELLENT				
	1	2	3	4	5	1	2	3	4	5
Provided objective content										
Knowledgeable										
Delivery of information										
Easy to understand										
Professional										
Geared presentation towards my needs rather than self-promoting										

6 To what extent do you agree or disagree with the following statements?

	STRONGLY DISAGREE					STRONGLY AGREE				
	1	2	3	4	5	1	2	3	4	5
I know more about financial and retirement planning than I did before the workshops										
I was able to relate the content of the workshops to my personal situation										
I feel I have taken the first steps towards being more prepared for my retirement										
I have a better understanding of how my benefits fit into my financial and retirement plan										

7 Would you recommend the Retirewise workshop to a co-worker or friend?

Yes No



Take advantage of
a complimentary
personal consultation
Sign Up Now

Whether you have a few questions or need help with more in-depth planning, you can get the answers you need to achieve your retirement goals. Simply select the date and time that works best for you below and provide your contact information.

	Appointment Times	First and Last Name	Business Phone	Home Phone	Address	E-mail	Method of Contact Preferred
1							
2							
3							
4							
5							
6							
7							
8							

MetLife administers the Retirewise program, but has arranged for Massachusetts Mutual Life Insurance Company (MassMutual) to have specially-trained financial professionals offer financial education and, upon request, provide personal guidance to employees and former employees of companies providing Retirewise through MetLife.

Like most disability income insurance policies, MetLife's policies contain certain exclusions, waiting periods, reductions, limitations and terms for keeping them in force. Ask your representative about costs and complete details.

For policies issued in New York: These policies provide disability income insurance only. They do NOT provide basic hospital, basic medical or major medical insurance as defined by the New York State Insurance Department. The expected benefit ratio for these policies is at least 50%. This ratio is the portion of future premiums that MetLife expects to return as benefits when averaged over all people with the applicable policy.

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Any discussion of taxes is for general informational purposes only, does not purport to be complete or cover every situation, and should not be construed as legal, tax or accounting advice. Clients should confer with their qualified legal, tax and accounting advisors as appropriate.

This material and any estate, gift or generation skipping transfer (GST) tax (together referred to as "transfer tax") calculations reflect the law established under the American Taxpayer Relief Act of 2012 (the "Act") along with changes made by the recent Tax Cuts and Jobs Act. Starting in 2018, the transfer tax exemption amount has been increased from \$5,000,000 to \$10,000,000 (indexed for inflation) per person, provides a maximum estate tax rate of 40% and provides for continuing portability of the estate tax exemption between spouses. Customers should understand that tax law is always subject to interpretation and change.

State estate and inheritance tax rules vary widely: a few states have no estate or inheritance taxes while others have a separate estate tax with varying exemption amounts. Thus, while you may have no Federal estate tax liability, your estate may owe some to the state in which you resided. If you've got enough assets to think your estate may have to pay estate taxes, you'll probably fall into a discussion that's beyond the scope of this session—and it's probably best handled by your attorney and/or tax advisor with specialized knowledge and planning skills.