

The roadmap to transferring pension benefits



MetLife's Retirement & Income Solutions division, the company's institutional retirement business, issues pension risk transfer products through Metropolitan Life Insurance Company (MLIC) and Metropolitan Tower Life Insurance Company (MTL), two wholly owned subsidiaries of MetLife, Inc.

Implementing a group annuity pension contract presents a complex set of tasks and considerations. Effective plan administration for plan sponsors and strong support for plan participants are critical to success. This requires interactive collaboration among the plan sponsor, its advisors and the group annuity provider. At both Metropolitan Life Insurance Company and Metropolitan Tower Life Insurance Company, our disciplined team approach ensures close interaction and the seamless transfer of pension benefits — while providing plan participants the service they expect.

Our approach

We will work closely with plan sponsors and their advisors to ensure an exceptional post-sale experience for each organization and their plan participants. We take a consultative approach to understanding unique client needs and maintain open communication throughout the pension benefits transfer process.

An Implementation Lead will be designated from our Service organization to serve as the primary point of contact. The Implementation Lead will play a central role in managing both case implementation and ongoing benefits administration. The Implementation Lead will also be responsible for ensuring consistency and quality in all aspects of our service delivery.

The plan sponsor experience — efficiency, quality and assurance

A key component of the plan sponsor experience is the implementation process. An initial step in implementation is a meeting with each organization and its advisors — including the plan's consultant, actuary, trustee and current administrator. The objective is to introduce our broader team, set expectations and begin managing the entire implementation process.

We will clearly define our roles and discuss details around processes that include data exchange, benefit payment arrangements and census data reconciliation, just to name a few. A primary objective of the implementation meeting is to present a detailed implementation timeline and action plan that will guide us throughout the process.

Implementation consists of a number of phases. We will work closely with all parties throughout each of them. We understand that service does not stop at the point of successful installation and that a key part of reliable service is maintenance of accurate and secure data. To that end, we have established quality control protocols that leverage our proprietary and fully replicated systems. Areas such as business continuity and contingency planning, recordkeeping security and correspondence tracking are integral to our ongoing service model.



Whether Metropolitan Life Insurance Company or Metropolitan Tower Life Insurance Company, administration is one of our core strengths. We provide many services to plan sponsors and plan participants, including:

- Direct payment of monthly benefits due to participants and beneficiaries
- Data reconciliation of payments, as appropriate
- Annuity certificate mailing to the plan sponsor or directly to participants, as requested
- Management of compliance-related correspondence
- Coordination of benefit verification
- Death match processing
- 1099-R tax form reporting
- Replacement checks, tax forms and certificates



High-level steps in the implementation process

- Letter or confirmation signed, initiating the wire transfer of premium
- Initial meeting with client and advisors to introduce our team, discuss responsibilities and set expectations for deliverables
- Welcome kit is mailed to plan participants; responses sent to employee inquiries and benefit calculation requests, and lastly, release of initial payments
- Census data reconciliation and final pricing
- Contract executed and annuitant certificates released

The participant experience — access, information and support

We have a large U.S. Pension team that services both Metropolitan Life Insurance Company and Metropolitan Tower Life Insurance Company business. Our renowned U.S.-based Global Customer Solutions Center is there when participants need us most — from answering the most basic questions to the more complicated benefit related matters.



Global Customer Solutions Center

Our Global Customer Solutions Center is the front line to the employees and retirees we cover.

We invest in our associates and emphasize a strong learning culture to ensure participants receive the highest levels of service. Associates receive classroom training, semi-annual performance evaluations on customer feedback and call performance, as well as other continuing education opportunities that help keep quality control a top priority.

And lastly, we monitor and track the inquiries that we receive on an ongoing basis as a way to constantly improve our processes and enhance the participant experience.

- **Industry leading hours**
Monday – Friday
8:00 a.m. – 9:00 p.m. ET
- **Interactive voice recognition (IVR) available 24/7**

A focus on participant communication

Upon execution of the Metropolitan Life Insurance Company or Metropolitan Tower Life Insurance Company commitment agreement and payment of the stipulated premium, all participants will receive a kit welcoming them to our family. Retired participants will also receive their first benefit payment. After data reconciliation and contract issuance, all participants will receive an individual certificate evidencing their guaranteed benefit from us.¹

MyBenefits — our self-service web portal — is available to plan participants to view their payment history and to process administrative changes such as updates to addresses, bank information (including electronic funds transfer) and tax withholding information.

Security and privacy

Securing and protecting participant data is serious business at Metropolitan Life Insurance Company and Metropolitan Tower Life Insurance Company. We adhere to a number of rigorous data security standards and processes to secure our clients information.



Carefully defined purpose

We collect only the data we need to serve a specific purpose.

Confidential information

Personal information is treated as confidential, and in an effort to maintain confidentiality, there are limitations on how participant information can be used.

Multi-layer approach

To ensure that participant data is secure within our systems and databases, we've employed a multi-layer approach which involves strategy planning for developing security, processes, systems and controls.

Innovation is key

Technology is evolving at a rapid pace and so are the risks associated with it. Therefore, we work with large established technology companies to leverage experience and expertise related to data security and management.

Your pension risk transfer expert

A successful pension risk transfer is largely dependent upon selecting the right insurer to work with. We know that this is not a decision that you take lightly, as it involves the lives of a great number of people. The ultimate goal of undertaking this decision is to secure the financial future of your current and former employees and their families.

We know you must feel confident that your participants have been entrusted to an insurer that will not only distribute their monthly benefit payments as expected but help them along their retirement journey as their needs change. Metropolitan Life Insurance Company has been in the pension business for more than 100 years and is firmly committed to it. The same team that services Metropolitan Life Insurance Company also manages the Metropolitan Tower Life Insurance Company pension risk transfer business — ensuring that participants will receive the same level of expertise.



Our advantage

MetLife Retirement & Income Solutions is here to help guide the far-reaching, consequential pension decisions that will impact hundreds, even thousands, of lives for years. We share your commitment of providing plan participants with a guaranteed pension benefit.¹ With access to a team specializing in pension risk transfers, you can feel confident about partnering with us to help offset the potential financial and regulatory risk associated with your company's pension plan, so both your company and your retirees can have a more secure future.

Support

Work with a dedicated team — with a single point of contact — to develop the right solution that is customized to fit your needs.

Simple

We provide a seamless implementation and onboarding process, including education for retirees.

Expertise

Metropolitan Life Insurance Company wrote the first group annuity contract in 1921, so you can rely on our over 100 years of experience in the industry.

Superior service

We provide first-rate customer service for current and future retirees. And we use leading edge technology to constantly evaluate and improve our processes.

For more information or to schedule a visit, please contact:



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Group annuity contracts can be issued by Metropolitan Life Insurance Company, 200 Park Ave., New York, NY 10166 or Metropolitan Tower Life Insurance Company, 5601 South 59th St., Lincoln, NE 68516. Like most group annuity contracts, MetLife group annuities contain certain limitations, exclusions and terms for keeping them in force. Ask a MetLife representative for costs and complete details.

1. All guarantees are subject to the financial strength and claims-paying ability of Metropolitan Life Insurance Company or Metropolitan Tower Life Insurance Company, as applicable.