

Baby boomer women are struggling as they near retirement



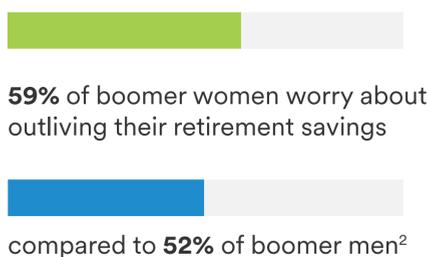
Here's how to help

The pandemic has impacted all Americans, but it has proven especially stressful for women. While many women face job insecurity or the question of leaving the workforce to meet their demands at home, women nearing retirement struggle with securing their financial future.¹

Here's what you need to know about the struggles boomer women face as they approach retirement, and how employers can help.

Boomer women are more likely to worry about their retirement savings

The wage gap has long put women at a financial disadvantage in the workplace, and women are feeling the pressure.



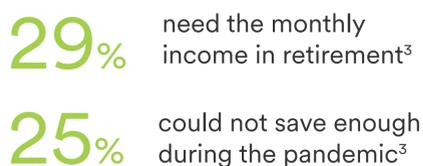
Market fluctuations have only added to their concerns

The economic uncertainty of the pandemic has boomer women worried about the value of their retirement savings.



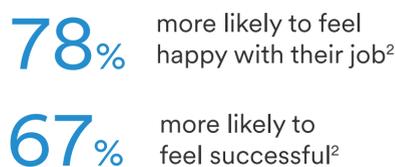
Boomer women are putting off retirement in the wake of the pandemic

1 in 5 had to delay their retirement plans, and financial uncertainty is at the heart of this decision. Boomer women's top concerns:



Workplace benefits can alleviate some workers' concerns — if employees understand them

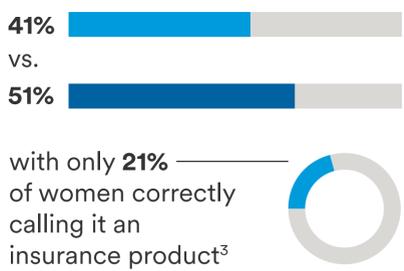
Workers who understand their benefits programs are:



However, boomer women are less likely to be knowledgeable about their retirement benefit options than men

4 in 5 employees want benefits that are easy to use, but women are less likely to be aware of their retirement benefits²

Boomer women were less likely to be aware of what a fixed income annuity is compared to men



How employers can help



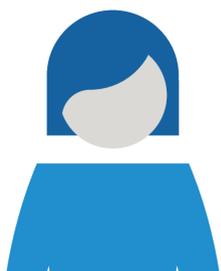
Communicate clearly and frequently

48% of employees are more likely to be resilient when they are satisfied with their employer's frequency and clarity of communication about their retirement offerings.

Take a holistic approach to retirement benefits

Employers can offer benefits like fixed income annuities, which provide a guaranteed monthly income they can never outlive.²

80% of older women agree that having guaranteed sources of retirement income would help them enjoy a comfortable retirement.



Help guide the women in your workplace toward a more financially secure future

Enhance your retirement plan with a guaranteed lifetime income solution.⁴

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

1 McKinsey & Company. Women in the Workplace 2020. <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/women-in-the-workplace>
2 MetLife's 19th Annual Employee Benefits Trends Study 2021. <https://www.metlife.com/employee-benefit-trends/>
3 MetLife Research, February 2021. On behalf of MetLife, CITE Research (www.citeresearch.com) conducted an online survey among 600 employees nearing retirement. Employee research was conducted between February 5-10, 2021. Employee Respondents were screened to be planning to retire in the next five years or beginning to play retirement, be 56-75 years of age and have access to a 401(k) plan through their employer.
4 All guarantees are subject to the financial strength and claims-paying ability of the issuing MetLife Company.

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