



IMPORTANT INFORMATION

MetLife is not currently accepting any Multi-Life Business in the State of Ohio

- MetLife is not currently accepting new applications for LTC Multi-Life or accepting new Multi-Life cases in the State of Ohio. This is due to a directive by the Ohio Department of Insurance regarding discounts on the individual product.
- If Ohio multi-life applications are signed and/or received by MetLife, they will not be processed, and the applicant will need to complete an individual application. There will be no multi-life discounts applied.

Multi-Life Discount Program



MetLife[®]



Our service and expertise.
Your benefit **solution.**SM



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Metropolitan Life Insurance Company (MetLife)

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What is the MetLife Multi-Life Discount Program?

MetLife's Multi-Life Discount Program provides business owners and their employees an opportunity to purchase MetLife's individual Long-Term Care Insurance (LTCI) policies at a discount and with reduced underwriting. It can be offered to companies with as few as three employees. Depending upon the business owner's choice, the program can be implemented as an employer-paid benefit, a voluntary benefit, or a combination of both.

What are key motivators for an employer to offer Long-Term Care Insurance?

- Help protect employees' retirement savings from the expense of long-term care services.
- Increase the ability to recruit and retain top employees by offering a competitive benefit package.
- Employee interest to implement a plan through the business.
- To supplement key employees' compensation packages.
- Provide potential tax advantages for employers contributing to employee or spousal premiums.

Why do business owners choose the MetLife Multi-Life Discount Program?

Experience

You can be confident you are offering coverage from a top-rated carrier who is a leader in the benefits market, with a proven track record in long-term care insurance. To further demonstrate MetLife's commitment, MetLife employs a team of Multi-Life Program Advisors, a dedicated, single point of contact, to assist you with every phase of the Multi-Life Discount Program—from prospecting to implementation.

Reliability

Employers feel confident that they are selecting a well-established carrier who will be there for their employees, now, and in the future.

Reduced Underwriting

All eligible participants can take advantage of relaxed underwriting. With both Simplified and Modified Underwriting programs available, you can help your clients select the program that best meets their needs.

Multi-Life Program Discounts

A 5% or 10% Multi-Life premium discount will apply in addition to all other available discounts (marital, spousal/domestic partner, preferred health, etc.). Discounts are additive. State variations may apply.

Full Range of Product Offerings

MetLife's LTCI policy offerings available through the Multi-Life Discount Program were created to provide employers and their employees with the flexibility to best fit their needs. Programs may be implemented with our VIP2 policy suite, or our

newest product offering, LifeStage Advantage.¹ VIP2 offers flexible policy benefit payment options such as reimbursement, indemnity or cash. LifeStage Advantage was designed to address the needs of employees' different life stages, whether they are just starting a family, or on the verge of retiring.

Potential Tax Advantages

Depending on the structure of the business, premiums paid by the employer are generally tax deductible. Please refer to the Long-Term Care Insurance Tax Benefit Summary Chart on page 6 for more information, and remember to always refer your clients to their own legal and tax advisors for tax preparation.

Flexible Contribution Options

A variety of employer contribution options are available with our Multi-Life Discount Program. Whether fully employer-paid, partially employer-paid, voluntary or a combination of each, your client can implement a payment structure what will work best for their needs.

Fully Portable

If employees leave the company, they can easily take their policy with them and retain all of their discounts.

No Linkage Required

Eligible family members can take advantage of the program's offering even if the employee chooses not to. This can be a key advantage for the families of an employee who may not want, or qualify, for coverage.

¹ VIP2 and LifeStage Advantage cannot be offered simultaneously to one group.

Why do a variety of businesses sponsor the program?

Small Businesses

When small businesses are trying to recruit and retain top talent they are often in direct competition with larger businesses in their field. By offering LTCL through the MetLife Multi-Life Discount Program, they can provide a benefits package that is comparable to their larger competitors.

Family-Owned Businesses

Long-term care is a personal, family issue that could have major financial and emotional implications for the family while potentially impacting the productivity of a business. LTCL is a good discussion point for businesses which are developing their succession plan. Whether a family-owned business structure is large or small, it can be a candidate for the MetLife ExecutiveCareSM carve-out program. Plus, if there is a maternal/paternal employer who wants to take care of their other employees, offering a base plan contribution is also a desirable option.

Professional Service Firms

Lawyers, CPAs, engineers and architects often have partners, executives and employees at different levels of income. This presents a great opportunity to implement the MetLife ExecutiveCareSM program. Employers can contribute 100% employer-paid premiums for senior partners, a lesser amount for junior partners, while also offering a fully voluntary benefit for their remaining staff.

Medical Firms

Particularly popular with physicians and partners of medical practices are MetLife LTCL policies with cash options. In these instances, LTCL is often chosen as a complement to their existing disability insurance coverage.

Large Businesses

Even if you are not experienced in this market, you can partner with a producer or broker/agent who implements employee benefits, and begin making Multi-Life part of your business. The flexibility of the MetLife Multi-Life Discount Program can be a strong selling point to these larger companies.

A single program for
a variety of businesses.

Determining the most successful program for your client.

The flexibility available with MetLife's Multi-Life Discount Program enables you to design a program that best meets the employer's needs. Below is a list of questions to help you determine the most successful program for the employer.

1. How many eligible lives will be included in this Multi-Life Discount Program?

MetLife has two participation categories a program may be qualified for:

- 3–9 participants
- 10+ participants

2. Will the employer be contributing to the premiums?

- An employer can offer different contribution amounts for different classes of employees.
- An employer may also choose to contribute to some employees' premiums while offering LTCI as a voluntary benefit for other employees, implementing an ExecutiveCare carve-out program.
- Determine what the employer's budget is for this benefit offering and build a suggested plan design.
- Employees have the option to buy-up beyond the amount purchased by their employer at their own expense should they wish to purchase additional coverage.
- All participants of a carve-out implementation, even those purchasing on a purely voluntary basis, benefit as they will be eligible for the same 10% program discount, instead of a 5% program discount.

3. Is the employer interested in potential tax advantages?

Under certain IRS Codes, such as 7702B and 162I, tax qualified LTCI policies may receive favorable tax treatment. For example:

- LTCI premiums paid on behalf of employees and their spouses (including owners) may be 100% tax deductible to the corporation as a business expense.

- Employer-paid premiums are generally not taxable as income for the employee.
- Employer can pay premiums for employees on a class basis.

Refer to the LTCI Tax Summary Chart on page 6 for more information.

4. What type of underwriting is important to the employer?

It's important for the employer to understand the advantages to implementing a program with Simplified Underwriting or Modified Underwriting. The chart on page 5 helps outline the underwriting characteristics that may pertain to your program.

5. Will spouses² be employer-paid or voluntary?

- If the program is set up as an employer-paid 10+ life group, with Simplified Underwriting, spouses under the age of 66, whose premiums are also employer-paid, are eligible for Simplified Underwriting.
- There is one additional question on the Simplified Multi-Life Application for spouses.
- Spouses may be counted towards participation requirements.
- If voluntary, or employer-paid with a 3–9 life set-up, spouses receive Modified Underwriting.

²Spouses include, where permitted by law, domestic partners and civil union partners.

Underwriting Summary Chart

	Simplified Underwriting	Modified Underwriting
Health Questions	5 for eligible employees. 6 for eligible spouses.	More than Simplified Underwriting but fewer than non-Multi-Life underwriting.
Medical Records	No medical records ordered.	Medical records ordered less frequently than with non-Multi-Life underwriting.
Health Classification	Standard rates apply for all applicants.	Preferred discount (10%) available for qualified applicants.
Maximum Benefits	VIP2: \$300/day for 5 years. All optional riders applicable with MetLife LTCI policies are available. State variations may apply. LifeStage Advantage: <ul style="list-style-type: none"> • Simple Advantage \$6,000 Monthly Benefit Amount; \$300,000 Total Benefit Amount • Custom Advantage \$9,000 Monthly Benefit Amount; \$500,000 Total Benefit Amount 	All benefit amounts, up to the policy maximum, are available. All optional riders applicable with MetLife LTCI policies are available. State variations may apply.
Buy-up over Simplified limits	If more than the maximum benefits are desired, the Modified portion of the Multi-Life application should be completed. Only standard rates will be available.	Not applicable.

6. Will this be strictly a voluntary implementation?

- Cases that start out as a voluntary program can be upgraded to include an executive carve-out case. It's an ideal way for an employer to reward and retain top employees while at the same time deducting the employer-paid premiums.
- Typical successful voluntary characteristics include:
 - Small to mid-size workforce: 50-3,000 lives.
 - High concentration of well-educated and highly compensated employees.
 - Track record of other successful voluntary employee benefits offerings.
 - Employees with long tenures.
 - Minimal number of locations with a large number of employees at each location.

7. How many locations will it be necessary to support? Where are they located?

- The fewer the number of locations, the easier the implementation and marketing of the program.

Please note: You must always be licensed in the state where the application is signed, and in any state where you solicit an applicant. In addition, applications must be for the state where the individual resides.

8. Will the employer support your marketing efforts?

- A high level of employer commitment and support is needed for a successful program implementation.
- Having access to employees for on-site meetings and communications, one-on-one consultations, mail drops, posters/flyers and electronic communications is highly recommended.
- If the employer will not allow on-site meetings and communications, you may find it difficult to reach your participation requirements or a lucrative program outcome.

Long-Term Care Insurance Tax Benefit Summary³

	C-Corporation	S-Corporation	Partnership	Sole Proprietor
Business Tax Benefit	100% of total premiums paid	100% of total premiums paid	100% of total premiums paid	100% of total premiums paid
Personal Tax Benefit to Owner(s)⁴	None	Owners of more than 2% can deduct 100% of "eligible" premiums paid for themselves, their spouses & dependents on their personal tax returns	Partners can deduct 100% of "eligible" premiums paid for themselves, their spouses & dependents on their personal tax returns	The Owner can deduct 100% of "eligible" premiums paid for himself/herself, spouse & dependents on their personal tax returns
Income Tax to Employee's Premiums Paid by Employer	Generally none	Generally none	Generally none	Generally none
Income Tax to Owner(s)	Generally none	Amount of premiums paid on their behalf	Amount of premiums paid on their behalf	Amount of premiums paid on their behalf

³ Employers should consult with their own tax and legal advisors. The IRS Tax Codes that reference this summary are as follows: 104(a)(3), 162(l), 213(d), 7702B(a), 7702B(a)(3), 7702B(d)(2), Rev. Proc. 2006-53.

⁴ No deduction allowed on coverage for the owner, spouse or dependents if the owner is eligible to participate in any other employer subsidized (wholly or partially paid by an employer) plan including that of a spouse's employer.

How to submit a Multi-Life Discount Program for MetLife approval

Step 1

Qualification Form and Offer Letter Worksheet

- Before you commit to an employer which program features are available, complete and submit to MetLife these two short forms:
 - Qualification Form
 - Offer Letter Worksheet
- The Qualification Form and Offer Letter Worksheet do not have to be signed by the employer. These tools are your way of communicating with us about your group and the program you would like to offer.
- MetLife will review and respond to your Qualification Form and Offer Letter Worksheet within 48 hours.

Step 2

Offer Letter

- If your group meets MetLife's guidelines for an acceptable Multi-Life case we will send you an official Multi-Life Discount Program Offer Letter. The Offer Letter explains what benefits are being offered and to whom.
- Once received, it is your responsibility to present the Offer Letter to the employer, have it signed by an officer of the company, sign it yourself and return it to MetLife.

Step 3

Implementation Call

- Upon receiving the signed Offer Letter, MetLife will schedule an Implementation Call. During this brief call, all the important program details will be reviewed including billing, important dates, applications and marketing strategy.
- During the Implementation Call, a Multi-Life group number will be assigned to your Multi-Life Discount Program. Applications cannot be taken before this group number is assigned. This number should be written on all Multi-Life applications you submit for your case.
- Once the Implementation Call is complete, the group's enrollment period begins and you can begin to accept applications.



Trust the strength of MetLife

- Since 1868, MetLife has been one of the largest and most respected financial institutions in the U.S.
- MetLife consistently receives high marks on our ability to meet obligations to our policyholders by looking at our overall financial picture and claims-paying history.
- MetLife is a recognized leader in LTCI Multi-Life.
- Our unique, industry-leading resource, the MetLife Mature Market Institute® (MMI) is a dedicated information and policy research center on aging, retirement and long-term care. Mature Market Institute publications can be used to help educate on long-term care issues, such as the cost of care.
- In 1983, MetLife established a dedicated unit to exclusively focus on the LTCI product offering and is one of the largest LTCI carriers in the U.S. today.



- MetLife uses simple approval and claims processes which ensure smooth and timely payments.
- Claims are generally paid on average within 10 business days of receipt of all required information.
- MetLife sends satisfaction surveys to 100% of insureds who become eligible for benefits. Over 95% rate their experience as either excellent or very good.
- Best managed insurance company, Forbes, 2007.
- MetLife is a leading provider serving over 90 of the top 100 FORTUNE 500 companies.

Act now!

MetLife is dedicated to your Multi-Life success. Contact your MetLife Multi-Life Wholesaler or Program Advisor today!

Rating Agency	Ratings
A.M. Best	A+ (Superior) for financial condition and operating performance
Moody's Investor Service	Aa2 (Excellent) for financial strength
Fitch	AA (Very Strong) for claims-paying ability
Standard & Poor's	AA (Very Strong) for claims-paying ability

Ratings as of March 1, 2008.

Pursuant to IRS Circular 230, MetLife is providing you with the following notification: The information contained in this document is not intended to (and cannot) be used by anyone to avoid IRS penalties. This document supports the promotion and marketing of this long-term care insurance product. Your client should seek advice based on their particular circumstances from an independent tax advisor.

MetLife, its agents, and representatives may not give legal or tax advice. Any discussion of taxes herein or related to this document is for general information purposes only and does not purport to be complete or cover every situation. Tax law is subject to interpretation and legislative change. Tax results and the appropriateness of any product for any specific taxpayer may vary depending on the facts and circumstances. Your client should consult with and rely on their own independent legal and tax advisors regarding their particular set of facts and circumstances.

- Not a Deposit or Other Obligation of Bank • Not FDIC-Insured • Not Insured by Any Federal Government Agency • Not Issued, Guaranteed or Underwritten by Bank or FDIC • Not a Condition to the Provision or Term of Any Banking Service or Activity
- Policy is an Obligation of the Issuing Insurance Company

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