



QuickFACTS[®]



"The one thing we can never get enough of is love. And the one thing we can never give enough of is love."

Henry Miller

INFORMATION ABOUT AGING, LONGEVITY, AND THE MATURE MARKET

Welcome to QuickFACTS, a monthly fact sheet produced by the MetLife Mature Market Institute. Our focus is the emerging market of people 50+. We compile recent news and developments on multi-generational issues that impact our business and our customers. Ideas and comments for the editor are welcome by e-mail at kobrien@metlife.com or by phone, 203-454-5386.

Sharing a Long and Loving Life Together

Having celebrated their 85th wedding anniversary on May 19, 2009, Herbert and Zelmyra Fisher are listed as the current Guinness World Record holders for the longest marriage of a living couple. Their granddaughter describes them as "soul mates" who "cherish each other." Herbert at age 104 and Zelmyra at age 101 continue to live in the family home that Herbert built in 1942. They have five children, 10 grandchildren, nine great-grandchildren and four great-great-grandchildren. Zelmyra does not see any secret to the long marriage she and her husband have enjoyed other than saying, "It was only God that kept us together."

Carla Hendricks
 "Couple Maintains World Record for Longest Marriage"
AARP Bulletin Today
 August 17, 2009



Concerns for Retirement Security



About half of private sector employees are covered by some kind of employer-sponsored retirement plan. Close to one-third of households have no pension coverage at all and in retirement must rely on Social Security alone. Furthermore about 20% of workers who are eligible to participate in a 401(k) plan fail to contribute. Many employees changing jobs move in and out of coverage resulting in inadequate 401(k) savings. Others do not start to save for retirement at a young age or withdraw small balances when changing jobs. All of these factors contribute to putting retirement security at risk.

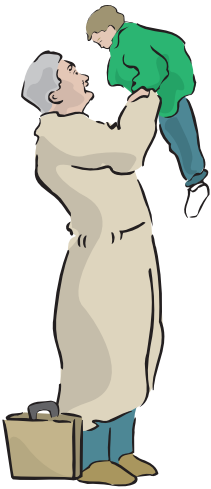
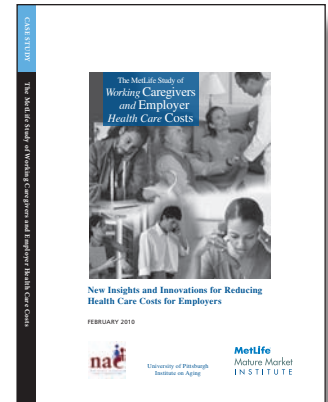
Alicia H Munnell and Laura Quinby
Pension Coverage and Retirement Security
 Center for Retirement Research at Boston College
 December 2009, Number 9-26
Click for link to document

Working Caregivers: Increased Health Care Costs

According to a recent MetLife study, working caregivers are more likely to report health problems than non-caregivers, incurring health related expenses that cost employers an additional 8% per year or an estimated 13.4 billion annually. The study provides insights and innovations for employers to reduce these costs, addressing areas such as corporate eldercare benefits, flexible schedules, telecommuting, Paid Time Off (PTO) programs, and wellness programs.

The MetLife Study of Working Caregivers and Employer Health Care Costs
MetLife Mature Market Institute, National Alliance for Caregiving,
and University of Pittsburgh Institute on Aging
February 2010

[Click for link to study](#)



Grandparents: Growing Numbers

Census Bureau data show a steady increase in the number of grandparents in the U.S. since the mid-1990s, growing from 51.5 million in 1995 to 62.4 million in 2005 and a projected 69.6 million in 2010. Today's grandparents are also younger than ever before. Whereas in 1985 most grandparents were age 65 and older, in 2010 those ages 45 to 64 are expected to make up the majority of the grandparent population.

Peter Francese

The Grandparent Economy: A Study of the Population, Spending Habits and Economic Impact of Grandparents in the U.S.

Grandparents.com

[Click for link to study](#)

Planning to Work Longer

Thirty-four percent of workers responding to a 2009 Watson Wyatt survey have changed their planned retirement date to a later one within the 12 months prior to the survey. While only 25% of those under age 40 planned to delay retirement, 44% among those age 50 and over intended to do so. A decline in 401(k) account values was identified by 76% of workers age 50 to 64 as the most important reason to retire at a later date, with health care costs also identified as another important concern by the majority (63%). On average respondents age 50 to 64 intended to work at least three additional years.

Older Workers Delaying Retirement, Watson Wyatt Survey Finds

Press Release

Watson Wyatt Worldwide

June 18, 2009

[Click for link to press release](#)



The Internet: A Resource for Older Americans and Boomers



In a 2009 study, individuals age 65 and over lead all other generational groups in online shopping, with 77% reporting that they do so. They also regularly use email (94%), look for medical/health related information online (71%), read the news (70%), and conduct financial or banking activities (59%). Baby Boomers are also active online for emails (93%), shopping (71%), reading the news (73%), seeking information (67%), and paying bills (66%).

77% of Senior Citizens Shop Online: Today's Seniors and Boomers Rival Younger Generations in Online Activities

The Cable and Television Association for Marketing (CTAM) with *BoomerEyes*, a division of C&R Research

Release – October 27, 2009

Click for link to release

Importance of Understanding Target Date Funds

Target-Date Funds (TDFs), which account for 7% of all 401(k) funds, are designed to simplify the retirement savings process by putting all assets in a single investment mix in which the account is automatically rebalanced and allocations are adjusted to be more conservative as the individual gets closer to retirement. In 2007 about 55% of investors with TDFs also had some of their 401(k) investments in other non-TDF funds. Research shows that some investors may not understand fully the purpose of an all-in-one TDF fund and may put their portfolios at risk with their other non-TDF 401(k) investment choices.

“Investment Behavior of Target-Date Fund Users Having Other Funds in 401(k) Accounts”

NOTES, Vol. 30, No. 12, December 2009

Employee Benefits Research Institute (EBRI)

Click for link to document



Web Watch



Family Caregiving 101 is a joint effort of the National Family Caregivers Association (NFCA) and the National Alliance for Caregiving (NAC), with support from ESAI, Inc., to recognize, support, and advise family caregivers. This Web-based program is designed to provide family caregivers with the basic skills needed to both care for their family members and protect their own health and well being. The Website at www.familycaregiving101.org includes the top ten questions caregivers ask, with answers and links to other resources, information on the stages of caregiving, and checklists to help manage caregiving activities.

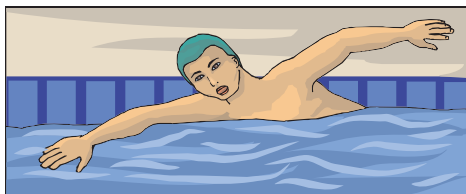
Aging Workforce Impacting Employers

Four out of ten employers responding to a survey from the Sloan Center on Aging and Work at Boston College indicate the aging workforce will have a negative/very negative effect on their businesses within the next three years. The majority of participants, however, report either not having analyzed at all or analyzed only to a limited extent the demographics of their workforce (68%) and the projected retirement dates of their employees (77%). The study provides implications for employers and action steps for workforce planning based on business concerns related to both the changing demographics and the economy.

Marcie Pitt-Catsouphes, Stephen Sweet, and Kathy Lynch with Elizabeth Whalley
Talent Management Study: The Pressures of Talent Management
The Sloan Center on Aging and Work at Boston College
Issue Brief 23, October 2009
Click for link to document



Fit For a Lifetime



Named to Slate's 2009 list of the 80 most powerful octogenarians in America, Jack LaLanne, fitness pioneer, was the first to encourage women to work out and is known for having hosted the longest running fitness show in television history. At the age of 95 he published his 11th book: *Live Young Forever* and, practicing what he preaches, he continues to start each day with an hour and a half of exercise in the weight room and a half hour swimming.

80 Over 80: Slate List of the Most Powerful Octogenarians in America
October 20, 2009
Click for link to Website

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