



**America Saves Week is February 21 – February 28, 2010.**  
Go to [www.americasavesweek.org](http://www.americasavesweek.org) and learn how you and your organization can participate.

### **Emerging Retirement Model Study: A Survey of Plan Sponsors**

MetLife is pleased to present its new original research entitled the *MetLife Emerging Retirement Model Study: A Survey of Plan Sponsors*, which examines employer attitudes and behaviors toward the aging workforce in the midst of a deep economic crisis and in the wake of recent legislation/regulation designed to address the changing needs of employers and their aging workforce.

Employers are facing monumental challenges when it comes to managing their most experienced workers. MetLife designed this research to assess whether — and if so, how plan sponsors are recalibrating issues surrounding the aging workforce and to identify emerging models which may be used to manage very experienced workers going forward.

Findings include:

- Employers show Deep Anxiety and Conflict about Aging Workforce — Most Employers are Concerned about Knowledge Drain Now and in the Future, and Less Concerned about Delayed Retirement.
- Disconnect Among Employers Between Worry and Action — Few Employers Have Taken Steps to Curtail, or even Assess, Cost of Knowledge Transfer on Their Organizations.
- Phased Retirement Programs may offer a way to manage knowledge drain, more legislation/regulatory guidance welcome

MetLife commissioned Asset International (which owns *PlanSponsor* magazine) to conduct online surveys with 240 employers from companies with at least 1,000 employees. Each respondent is from an organization that offers either a DB or DC plan or both, as well as other employer supported benefits.

[Copy of the study.](#)