

MetLife Earns Top Spot in Industry as Best Adoption-Friendly Workplace
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Eighth year in a row that MetLife is recognized by Dave Thomas Foundation for Adoption

MetLife, Inc. (NYSE:MET) today announced it has earned the top spot among insurers on the Dave Thomas Foundation for Adoption's 2015 Best Adoption-Friendly Workplaces List. This is the eighth year in a row MetLife has been recognized for its employee adoption benefits, parental leave policies and flexible work culture.

Since 2008, the Dave Thomas Foundation for Adoption has compiled an annual list of the 100 Best Adoption-Friendly Workplaces to recognize employers that offer the best adoption benefits in the United States. The rankings, compiled from an annual survey of U.S. employers, are determined by an analysis of each company's adoption benefits, including the maximum financial reimbursement and the amount of paid leave provided for employees who adopt.

MetLife employees Julie and Megan Hunsen adopted two girls, ages 8 and 4, earlier this year, and took parental leave after finalizing their adoptions. "The time off allowed us to spend time together and ensure the girls knew this was going to be their permanent family," said Julie, a senior annuities representative at MetLife. "We are so appreciative of the flexibility MetLife offered as we went through the fostering and adoption process. I love that I am able to be a parent and help them succeed and be the best people they can be."

"MetLife has a culture of support for adoptions from start to finish. The peace of mind from knowing that MetLife will do its best to work with me has been huge," said Kevin Sime, a content management analyst at MetLife and father to two boys, ages 12 and 10. "It's a partnership in reality and not just on paper. Knowing how much support the company is prepared to offer means I can focus on taking care of my family without worrying that it will unduly impact my job or my career. That's worth its weight in gold."

MetLife offers reimbursement of eligible adoption-related expenses to adopting parents, as well as the same benefits enjoyed by all working families at MetLife, including:

- Flexible work arrangements such as compressed work weeks, part-time work, job-sharing, flextime, virtual work and telecommuting.
- Parental leave coaching to help employees and managers prepare for parental leave and return to work confidently.
- Back-up child care for up to 15 days per child per year when regular care is unavailable, as well as up to 10 percent in child care discounts.

About MetLife

MetLife, Inc. (NYSE:MET), through its subsidiaries and affiliates ("MetLife"), is one of the largest life insurance companies in the world. Founded in 1868, MetLife is a global provider of life insurance, annuities, employee benefits and asset management. Serving approximately 100 million customers, MetLife has operations in nearly 50 countries and holds leading market positions in the United States, Japan, Latin America, Asia, Europe and the Middle East. For more information, visit www.metlife.com.

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