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BENEFIT INFORMATION RELEASE
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Caregivers Are More Likely To Report Health Problems

If you are responsible for taking care of an elderly relative or friend, it will likely impact your health and your employer's bottom line. Employees in the U.S. who are caring for an older relative are more likely to report health problems like depression, diabetes, hypertension or heart disease, costing employers an estimated average additional health care cost of 8% per year, or \$13.4 billion annually, according to the MetLife Study of Working Caregivers and Employer Health Care Costs. The report, produced by the MetLife Mature Market Institute® with the National Alliance for Caregiving in conjunction with the University of Pittsburgh Institute of Aging, also found that younger caregivers (ages 18 to 39) cost their employers 11% more for health care than non-caregivers, while male caregivers cost an additional 18%. It also found that eldercare may be closely associated with high-risk behaviors like smoking and alcohol consumption. Exacerbating the potential impact to employers is the possibility that these medical conditions may also lead to disability-related absences.

The MetLife report was drawn from an analysis of 17,000 employees of a major multinational U.S. corporation who completed health risk assessment questionnaires (HRA). Twelve percent were caregivers for an older person.

[See Table on Page 2](#)

"While this news may be distressing, our research points out that coordination of eldercare services and wellness initiatives may open new avenues of innovation to benefit both employees and employers," said Sandra Timmermann, Ed.D., director of the MetLife Mature Market Institute. "Employers can provide support to their employees and, at the same time, reduce their health care costs by anticipating and responding to the challenges of eldercare."

According to Gail Hunt, president and CEO of the National Alliance for Care giving, "Caregivers have more unplanned absences. Their performance on the job is also compromised by a lack of focus on their work due to distractions, like phone calls and care coordination, that occupy their time. They need solutions so they can be healthier and perform better."

Additional study findings: Among particular employee segments, some are particularly at risk. Younger caregivers (18 to 39 years old) demonstrated significantly higher rates of cholesterol, hypertension, COPD,

Pages	Table of Contents
1, 2 & 4	<i>CAREGIVERS ARE MORE LIKELY TO REPORT HEALTH PROBLEMS</i>
3	<i>AMERICA SAVES QUIZ</i>



PROPORTIONAL INCREASE IN MEDICAL CARE COSTS AND CAREGIVER STATUS

	Non-Caregivers			Caregivers	
Condition	Cost	Prevalence	Weighted Cost	Prevalence	Weighted Cost
Depression	\$725	6.8%	\$4,930	8.8%	\$6,380
Depression + Cardiovascular Conditions and/or Diabetes	\$1,082	1.8%	\$1,948	3.8%	\$4,112
Hypertension	\$910	11.2%	\$10,192	15.2%	\$13,832
Hypertension + Coronary Artery Disease	\$7,914	1.9%	\$15,037	3.8%	\$30,073
Diabetes	\$3,187	3.9%	\$12,429	4.7%	\$14,979
Other Conditions	\$1,269	74.5%	\$94,541	63.7%	\$80,835
Total			\$139,076		\$150,211
Proportional Cost Increase					8%

depression, kidney disease, and heart disease in comparison to non-caregivers of the same age. Employed caregivers find it more difficult than non-caregivers to take care of their own health or participate in preventive health screenings. For example, women caregivers were less likely to report annual mammograms than non-caregivers. Employees with eldercare responsibilities were more likely to report missed days of work. Overall, 10% of caregivers missed at least one day of work over the past two weeks because of health issues compared to 9% of non-caregivers. Differences were mostly driven by the much higher absenteeism among younger care giving employees, age 18 to 39.

To meet the health care needs of caregivers while reducing the associated costs, employers should consider integrating their wellness and eldercare programs. In addition to practices like flexible hours, paid time off (PTO) and telecommuting, the report contains suggestions to connect their employees who are caregivers with wellness programs that will reduce their stress, positively impact their

health and provide needed support. These include stress-reduction seminars expanded to include on-site yoga and exercise classes, relaxation techniques and massage therapy, decision-support systems providing information about available services, financial incentives to encourage participation in preventive benefits offered by employers (like premium reductions for those who obtain annual physicals, mammograms, Pap tests, smoking cessation classes, and exercise), expanded on-site medical screenings, and free legal and financial advice, especially pertaining to Medicare, Medicaid, and insurance.

METHODOLOGY

Data in the MetLife Study of Working Caregivers and Employer Health Care Costs is from a single corporate employer based in the northeastern U.S. The company is a leading manufacturer with offices and affiliates worldwide, but the report was limited to 17,000 employees

Continued on Page 4



AMERICA SAVES QUIZ

	Question 1: Approximately how long will it take a dollar to double in value if you earn 5% annually on the dollar?
A	10 years
B	14.4 years
C	18.6 years
D	20 years
	Question 2: How much could a 1% annual fee reduce savings on a retirement account over a 35-year period?
A	1%
B	10%
C	28%
D	35%
	Question 3: How much of pre-retirement income does the average person need to live comfortably in retirement?
A	100%
B	80%
C	70%
D	There is no average amount
	Question 4: As a general rule, younger persons can afford to take more risk when choosing where to invest retirement funds. As one gets closer to retirement, risky investments in a portfolio should be reduced. Which of the following options has the least risk?
A	Corporate bonds
B	Treasury bonds
C	Real estate
D	Stocks
	Question 5: Which of the following options can be used to reduce investment risk over time?
A	Balanced-fund
B	Rebalancing funds
C	Target-date fund
D	All of the above
	Question 6: A frequently ignored and relatively simple way to reduce investment is rebalancing—the shifting of assets to maintain a pre-determined high, medium and low risk investment. Which of the following statements generally hold true regarding rebalancing funds set aside for retirement?

A	Investments should be rebalanced at least annually after the statement for the previous year has been provided.
B	Investments should be rebalanced when there is a variance of 10 to 15% percentage points from the pre-determined allocation.
C	The proportion of high risk investments should gradually be reduced as an investor gets older.
D	All of the above are true.
	Question 7: A target-date sometimes called a lifecycle fund—gradually and automatically transfers money from high-risk investments (e.g. stocks and real estate) to low-risk investments (e.g. bonds) as you age. When selecting a target-date fund, the date on the fund should be the year when you?
A	Plan to retire
B	Will start withdrawing your money from the fund
C	Think you will no longer need a retirement income
D	Reach 100 years of age
	Question 8: The federal government requires that you start making withdrawals from your retirement account by April 1 of the calendar year that you turn
A	59-1/2
B	65
C	67
D	70-1/2
	Question 9: All of the following statements concerning the withdrawal of funds from a retirement account are true EXCEPT:
A	You will have to pay income tax on any money that has not already been taxed (e.g. employer contributions, your pretax contributions and earnings)
B	Employers are required to withhold 20% of your distribution check and forward it to the IRS
C	You may have to pay a 10% penalty if you are younger than age 50-1/2 when you make a withdrawal.
D	All of the above are true.
	Question 10: As of January 1, 2010, a change in federal rules allows anyone with money in a traditional Individual Retirement Account (IRA) to convert the funds to a Roth IRA. How is a Roth IRA different from a traditional IRA?
A	Contributions made to a Roth IRA can be withdrawn any time whereas money in a traditional IRA is subject to a penalty if withdrawn before age 59-1/2.
B	Roth accounts are not subject to maximum mandatory withdrawals during the retirement years.
C	Earnings in a Roth IRA are tax-free while those in traditional IRAs are taxed when withdrawn.
D	All of the above are true.

SEE ANSWERS ON PAGE 4



in 20 states who completed the company's online health risk appraisal questionnaire (HRA), a voluntary, anonymous document. An independent company developed and processed the appraisal, which is also used to establish benchmarks for health care and occupational safety. The study limited analyses to standard HRA indicators of disease status, health behaviors and socio-demographic information. Participating employees were representative of the company's U.S. workforce with proportionate numbers of blue-collar (manufacturing) and white-collar (sales and management) workers.



a particular focus on evaluation of health programs and policies.

The MetLife Mature Market Institute®

Established in 1997, the Mature Market Institute (MMI) is MetLife's research organization and a recognized thought leader on the multi-dimensional and multi-generational issues of aging and longevity. MMI's groundbreaking research, gerontology expertise, national partnerships, and educational materials work to

expand the knowledge and choices for those in, approaching, or caring for those in the mature market.

MMI supports MetLife's long-standing commitment to identifying emerging issues and innovative solutions for the challenges of life. MetLife, Inc. (NYSE: MET), through its subsidiaries and affiliates, is a leading provider of insurance, employee benefits and financial services with operations throughout the United States and the Latin American, Europe and Asia Pacific regions.

National Alliance for Care Giving

The National Alliance for Care giving is dedicated to providing support to family caregivers and the professionals who help them and to increasing public awareness of issues facing family caregivers. Established in 1996, The National Alliance for Care giving is a non-profit coalition of national organizations focusing on issues of family care giving.

University of Pittsburgh Institute on Aging

The Institute on Aging is an umbrella organization for aging research at the University of Pittsburgh. The Institute collaborates with The University Center for Social & Urban Research (UCSUR) which focuses on regional economic analysis and forecasting, the psychosocial impacts of adult development and aging, intergenerational relations, and environmental resource management, and the Department of Behavioral and Community Health Sciences (BCHS) at the Graduate School of Public Health which promotes understanding of social and behavioral factors that influence the health of populations, with

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ANSWERS
AMERICA SAVES QUIZ

<u>1. B</u>	<u>2. C</u>	<u>3. D</u>	<u>4. B</u>	<u>5. D</u>
<u>6. D</u>	<u>7. B</u>	<u>8. D</u>	<u>9. D</u>	<u>10. D</u>

Source:
<https://www.ifebp.org/forms/americasavesquiz.asp>

