



Metropolitan Life Insurance Company
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Catherine B Hathaway
 Account Executive
 Group, Voluntary & Worksite Sales – Mid-Atlantic Region

Registered Representative

February 20, 2018

Mary Provus
 Program Supervisor, Employee Benefits/HRIS
 Fairfax Water
 8570 Executive Park Ave.
 Fairfax, VA 22031

Re: Fairfax County Water Authority— Renewal Effective July 1, 2018

Dear Mary,

MetLife appreciates the opportunity to be a part of your benefit program. This letter confirms your renewal for the 2018 plan year.

Under the terms of your present rate guarantee, the rates currently in effect will continue for the next plan year beginning on July 1, 2018. In determining the rates for the plan year ahead, we have evaluated your plan experience, taking into account the credibility of the experience and the demographics of your group. Our objective in the renewal process is to identify rates that will maintain the overall financial stability of your benefit program.

We have set the following rates for the coming year:

Coverage	Current Rate	Renewal Rate	Change in Rate (+/- %)
Basic Life (Per \$1,000)	\$0.185	\$0.185	0%
Optional Life (Per \$1,000)			
• 0-29	\$0.07	\$0.07	0%
• 30-34	\$0.09	\$0.09	0%
• 35-39	\$0.11	\$0.11	0%
• 40-44	\$0.13	\$0.13	0%
• 45-49	\$0.19	\$0.19	0%
• 50-54	\$0.31	\$0.31	0%

Request to Notify Alaska Residents of Impending Coverage and/or Premium Changes

Under Alaska Statute 21.36.225, covered individuals residing in Alaska must be notified of impending coverage and/or premium changes, as applicable. If you have employees residing in Alaska who are covered under MetLife's Disability, Dental, Vision or Accidental Death and Dismemberment policies, we ask that you provide them with written notice at least 45 days in advance of the effective date of the renewal, notifying them that coverage and/or premiums may change. Once renewal details are finalized, a second notice must be provided setting forth the details of the coverage or premium change. If you would like wording for these notices, please contact your MetLife service team.

• 55-59	\$0.55	\$0.55	0%
• 60-64	\$0.77	\$0.77	0%
• 65-69	\$1.44	\$1.44	0%
• 70+	\$2.32	\$2.32	0%
• Retirees Closed Group	\$0.79	\$0.79	0%
Dependent Life (Per \$1,000)			
• Regular Active	\$3.00/Ee	\$3.00/Ee	0%
• Retirees Closed Group	\$0.79	\$0.79	0%
• Child	\$0.79	\$0.79	0%
• GF Board Members	\$0.25	\$0.25	0%
Personal AD&D (Per \$1,000)	\$0.34	\$0.34	0%

The rates shown above assume your existing plan design, contribution structure and group demographics remain the same.

Please do not hesitate to contact me if I may answer any questions or assist in any way.

Once again, thank you for the privilege you have extended to us. You are the reason we are in business. We look forward to continuing our relationship in the months and years ahead.

Sincerely,

Catherine Hathaway



INTERMEDIARY AND PRODUCER COMPENSATION NOTICE

MetLife enters into arrangements concerning the sale, servicing and/or renewal of MetLife group insurance and certain other group-related products ("Products") with brokers, agents, consultants, third-party administrators, general agents, associations, and other parties that may participate in the sale, servicing and/or renewal of such Products (each an "Intermediary"). MetLife may pay your Intermediary compensation, which may include, among other things, base compensation, supplemental compensation and/or a service fee. MetLife may pay compensation for the sale, servicing and/or renewal of Products, or remit compensation to an Intermediary on your behalf. Your Intermediary may also be owned by, controlled by or affiliated with another person or party, which may also be an Intermediary and who may also perform marketing and/or administration services in connection with your Products and be paid compensation by MetLife.

Base compensation, which may vary from case to case and may change if you renew your Products with MetLife, may be payable to your Intermediary as a percentage of premium or a fixed dollar amount. MetLife may also pay your Intermediary compensation that is based upon your Intermediary placing and/or retaining a certain volume of business (number of Products sold or dollar value of premium) with MetLife. In addition, supplemental compensation may be payable to your Intermediary. Under MetLife's current supplemental compensation plan, the amount payable as supplemental compensation may range from 0% to 8% of premium. The supplemental compensation percentage may be based on: (1) the number of Products sold through your Intermediary during a prior one-year period; (2) the amount of premium or fees with respect to Products sold through your Intermediary during a prior one-year period; (3) the persistency percentage of Products inforce through your Intermediary during a prior one-year period; (4) premium growth during a prior one-year period; (5) a fixed percentage of the premium for Products as set by MetLife. The supplemental compensation percentage will be set by MetLife prior to the beginning of each calendar year and it may not be changed until the following calendar year. As such, the supplemental compensation percentage may vary from year to year, but will not exceed 8% under the current supplemental compensation plan.

The cost of supplemental compensation is not directly charged to the price of our Products except as an allocation of overhead expense, which is applied to all eligible group insurance products, whether or not supplemental compensation is paid in relation to a particular sale or renewal. As a result, your rates will not differ by whether or not your Intermediary receives supplemental compensation. If your Intermediary collects the premium from you in relation to your Products, your Intermediary may earn a return on such amounts. Additionally, MetLife may have a variety of other relationships with your Intermediary or its affiliates, or with other parties, that involve the payment of compensation and benefits that may or may not be related to your relationship with MetLife (e.g., insurance and employee benefits exchanges, enrollment firms and platforms, sales contests, consulting agreements, or reinsurance arrangements).

More information about the eligibility criteria, limitations, payment calculations and other terms and conditions under MetLife's base compensation and supplemental compensation plans can be found on MetLife's Web site at www.metlife.com/brokercompensation. Questions regarding Intermediary compensation can be directed to ask4met@metlifeservice.com, or if you would like to speak to someone about Intermediary compensation, please call (800) ASK 4MET. In addition to the compensation paid to an Intermediary, MetLife may also pay compensation to your representative. Compensation paid to your representative is for participating in the sale, servicing, and/or renewal of Products, and the compensation paid may vary based on a number of factors including the type of Product(s) and volume of business sold. If you are the person or entity to be charged under an insurance policy or annuity contract, you may request additional information about the compensation your representative expects to receive as a result of the sale or concerning compensation for any alternative quotes presented, by contacting your representative or calling (866) 796-1800.

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