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June 20, 2025

Board of Trustees
UFCW Unions and Participating Employers
Health and Welfare Fund

Re: MetLife Life and AD&D Renewal Effective September 1, 2025

Dear Trustees:

We have reviewed MetLife's proposed renewal for the fully insured life and accidental death and dismemberment (AD&D) coverage to be effective September 1, 2025. Initially, MetLife proposed an 80% increase to the current life rates and a continuation of the current AD&D rates. Following discussions, MetLife has agreed to mitigate the premium increase to 50% of the current life rate. The current and proposed per contract per month (PCPM) premiums for 12-months, or through August 31, 2026, are outlined below:

MetLife Life and AD&D Renewal

Coverage	Current	Negotiated	% Change
Basic Life			
New Life Plans	\$0.230	\$0.345	50.0%
Plan JS - \$5,000	\$0.230	\$0.345	50.0%
Plan JSS2 Full Time	\$0.230	\$0.345	50.0%
Plan JSS2 Part Time	\$0.230	\$0.345	50.0%
Plan Y20 Full Time	\$0.230	\$0.345	50.0%
Plan Y20 Part Time	\$0.230	\$0.345	50.0%
Personal AD&D			
New AD&D Plans	\$0.016	\$0.016	0.0%
Plan JS - \$5,000	\$0.016	\$0.016	0.0%
Plan JSS2 Full Time	\$0.016	\$0.016	0.0%
Plan JSS2 Part Time	\$0.016	\$0.016	0.0%
Plan Y20 Full Time	\$0.016	\$0.016	0.0%
Plan Y20 Part Time	\$0.016	\$0.016	0.0%

Financial Strength

Segal believes that it is important for clients to consider the financial strength of insurance companies and managed care organizations which are candidates for initial selection or renewal as insurers, or service providers, to employee benefit plans. Therefore, we are providing the current claims paying ability rating that was available to us as of the date this document was prepared for the insurance company or managed care organization under consideration. When

available, we select A.M. Best or Standard & Poor's ratings because of their depth of coverage of insurance companies and overall reputation as a rating service. Several other rating services (e.g., Fitch and Moody's) also provide ratings of insurance companies and managed care organizations. You may wish to consult the other rating services before making a decision regarding the initial selection or renewal of an insurance company or managed care organization.

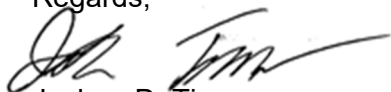
Insurance Company	Rating Agency	Rating	Date of Rating
MetLife, Inc.	A.M. Best	A- (Excellent)	March 6, 2025

Segal does not itself perform insurance company or managed care organization credit quality evaluations and does not offer any warranty as to the scope or reliability (e.g., with respect to an organization's ability to meet future obligations) of the insurance company or managed care organization evaluations performed by any rating service.

Given the current market, we believe this renewal is reasonable and fair.

If you have any questions prior to that, please contact us.

Regards,



Joshua D. Timm
Senior Vice President and Benefits Consultant

cc: Christopher Heppner
Lauren Fratzke
Elizabeth Pierce

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