

Metropolitan Life Insurance Company  
Sales and Broker Compensation Services  
501 U.S. Highway 22, 2<sup>nd</sup> Floor – West  
Bridgewater, NJ 08807



[Date]

[Attention:  
Customer Name  
Street Address  
Street Address 2 or City, State, Zip Code  
City, State, Zip or Blank]

**Re: Compensation Disclosure Statement**

MetLife recognizes the relationship you have with your broker and the important role your broker plays in helping you select the insurance carrier, policy, and level of coverage that is appropriate for your needs. MetLife is committed to disclosing to each of its group customers information about MetLife's compensation plans. Enclosed is a Compensation Disclosure Statement that lists compensation MetLife paid during the last plan year to your broker and/or certain service providers in relation to your company's group insurance plan. The types of compensation reflected on the Compensation Disclosure Statement are:

- **Base commissions.** Base commissions are payable as a percentage of paid premium or a fixed dollar amount for as long as the broker is recognized by the customer and MetLife as the broker of record for your policy.
- **Supplemental compensation.** If your broker is eligible for supplemental compensation, these payments may range from 0% to 7% of premium. The actual percentage of supplemental compensation is determined each year and is based on (1) the number of MetLife products sold or inforce through your broker during the previous year; (2) the amount of premium or fees with respect to MetLife products sold or inforce through your broker during the previous year; (3) the persistency percentage of products inforce through your broker during the previous year; and/or (4) a fixed percentage of the premium for products as set by MetLife. The cost of supplemental compensation is not directly charged to the price of MetLife products, except as an allocation of overhead expense, which is applied to all eligible group insurance products. As a result, a customer's rates are unaffected whether or not the customer's broker receives supplemental compensation.
- **Service fees.** Service fees include payments made to a broker for services such as administration, communications, enrollment, billing, eligibility, recordkeeping, printing, and mailing.
- **Other compensation authorized by you.** You may have authorized MetLife to pay compensation to a broker or other service provider and such compensation is reflected on the compensation statement.

Note, the non-monetary compensation amount included in the Compensation Disclosure Statement, Fees Paid section of the enclosed report is based on the calendar year tracking of all individual gifts or items of non-monetary compensation such as dinners, tickets for shows or other entertainment events, membership dues, hotels, equal to or greater than \$10, that are given to or provided directly or indirectly to brokers, producers, and other insurance intermediaries and/or their spouses, companions or family members. This information is tracked and aggregated at the brokerage firm or company level. The total value is divided by the total number of active contracts or policies in place with that firm for that year except for items relating directly to a specific customer or customers (which are reported to the specific customer(s)). This allocation is reported on the Compensation Disclosure Statement reports for all customers who are part of a given brokerage firm's book of business.

More information about MetLife's compensation plans can be found at [www.metlife.com/brokercompensation](http://www.metlife.com/brokercompensation). Questions regarding broker compensation can be directed to [ask4met@metlifeservice.com](mailto:ask4met@metlifeservice.com), or you may call (800) ASK 4MET.

Thank you for doing business with MetLife.