



CONTRACT AMENDMENT COVER SHEET

Agency Tracking # 31786-00155	Edison ID	Contract # 70163	Amendment # 1
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Contractor Legal Entity Name Metropolitan Life Insurance Company	Edison Vendor ID 190862
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Amendment Purpose & Effect(s)

The addition of FICA contract language and employer paid LTD Option 3 chart to the payment methodology tables in Contract Section C.3.

Amendment Changes Contract End Date: <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	End Date: N/A
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TOTAL Contract Amount INCREASE or DECREASE per this Amendment (zero if N/A):	\$39,000,000
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Funding —					
FY	State	Federal	Interdepartmental	Other	TOTAL Contract Amount
2022			\$1,600,000		\$1,600,000
2023			\$3,600,000		\$3,600,000
2024			\$13,000,000		\$13,000,000
2025			\$22,100,000		\$22,100,000
2026			\$23,000,000		\$23,000,000
2027			\$11,700,000		\$11,700,000
TOTAL:			\$75,000,000		\$75,000,000

American Recovery and Reinvestment Act (ARRA) Funding:
 YES
 NO

<p>Budget Officer Confirmation: There is a balance in the appropriation from which obligations hereunder are required to be paid that is not already encumbered to pay other obligations.</p>	<p style="text-align: center;"><i>CPO USE</i></p> <div style="text-align: center; font-size: 2em; font-family: cursive;"> </div>	
Speed Chart (optional)	Account Code (optional)	

**AMENDMENT ONE
OF CONTRACT EDISON #70163**

This Amendment is made and entered by and between the State of Tennessee, Department of Finance and Administration, State Insurance Committee, hereinafter referred to as the "State" and Metropolitan Life Insurance Company, hereinafter referred to as the "Contractor." For good and valuable consideration, the sufficiency of which is hereby acknowledged, it is mutually understood and agreed by and between said, undersigned contracting parties that the subject contract is hereby amended as follows:

1. Contract section A.1. is deleted in its entirety and replaced with the following:

- A.1. The Contractor shall provide all goods or services and deliverables as required, described, and detailed below and shall meet all service and delivery timelines as specified by this Contract.

Beginning January 1, 2022, the Contractor agrees to provide and administer a fully insured voluntary (100% employee paid premium) short term disability insurance program ("STD") to central state government and state higher education employees and a fully insured voluntary (100% employee paid premium) long-term disability insurance program ("LTD") to Central State Government employees only.. State Higher Education has the option to offer the LTD program beginning January 1, 2023, to its employees. Insurance coverage under the Program shall begin (go-live) on January 1, 2022.

Beginning January 1, 2024, the Contractor agrees provide and administer the existing STD program as well as a fully insured (100% employee paid premium for options 1, 2, and 4; 100% employer paid premium for option 3) long-term disability insurance program ("LTD") to Central State Government employees and state higher education employees. Eligible employees will be automatically enrolled in employer paid LTD, option 3, effective January 1, 2024, with the option to switch to LTD program 1, 2, or 4 if desired.

Hereinafter, the STD and LTD programs shall be collectively referred to as the "Program". Eligible employees who are enrolled in the Program shall be referred to as "Members". The STD and LTD options shall be delivered in accordance with the provisions of this Contract, including Contract Attachment E – STD and LTD Insurance Benefits; the Contractor's response to RFP 31786-00155; and the group master policy and/or certificate of coverage created under Contract Section A.15.a. of this contract which shall be incorporated hereto by reference. Eligible employees may elect to enroll in the short term disability insurance program.

2. The following is added to Contract section A.15.:

- e. The benefits paid under this Contract to central state government and higher education employees meet the Internal Revenue Service ("IRS") definition of sick pay and are being paid by the Contractor as other than an agent (as defined by the IRS) of the central state government and higher education institutions.

- f. With respect to benefit payments that are subject to Social Security, Medicare, and federal income tax withholding under IRS regulations, the Contractor shall:
- (1) Withhold and deposit the employee's share of Social Security and Medicare taxes under the Federal Insurance Contributions Act ("FICA").
 - (2) Withhold and deposit federal income tax withholding if requested by the employee.
 - (3) Subject to A.15(i) of this Amendment, not transfer the liability for the employer's share of FICA taxes to the central state government and higher education institutions and will therefore be liable for the employer's share of FICA taxes. Billing pursuant to Contract Section C.12.
 - (4) Request information from the central state government and higher education institutions to determine amounts that are not subject to employment taxes. Unless the Contractor has reason not to believe the information, it may rely on that information for the following items:
 - a. The total wages paid to the employee during the calendar year,
 - b. The last month in which the employee worked for the employer, and
 - c. The employee contributions to the sick pay plan made with after-tax dollars.

The Contractor will not rely on statements made by the employee regarding these items.

- (5) Subject to A.15(i) of this Amendment, report these benefit amounts on its own Form 941 and the central state government and higher education institutions will have no tax responsibilities for Social Security, Medicare, and federal income tax on these benefit amounts.
 - (6) Timely (as determined by current IRS regulations) deposit Social Security, Medicare, and federal income taxes using its own name and EIN.
 - (7) Annually give each employee to whom it paid these benefit amounts during the previous calendar year a properly completed (as determined by current IRS regulations) Form W-2 by the annually published IRS deadline. The Form W-2 will include the Contractor's name, address, and EIN instead of those of the central state government and higher education institutions.
 - (8) Not be responsible to remit state or federal unemployment taxes.
- g. For benefit amounts that are not includable in the employee's income because the employee paid the premium, the Contractor shall annually report (by the published IRS deadline) these benefit amounts to each employee to whom it paid said benefit amounts during the previous calendar year on a properly completed (as determined by current IRS regulations) Form W-2.
- h. For all benefit amounts, the Contractor shall comply with any new or modified IRS regulations and reporting requirements that may be issued throughout the Term and are considered the responsibility of a third-party payer that is not an agent of the employer.
- i. The State may transfer the liability for the employer's share of FICA taxes from the Contractor to the State for cause or convenience by notice In Writing, effective on the date indicated in the notification In Writing. In the event the State transfers the liability to itself, the Contractor shall continue to be liable for all tax responsibilities set forth under this Amendment regarding the employees' tax obligations.
- j. Upon termination of this Contract, the Contractor shall continue to be liable for all tax responsibilities listed in A.15.e. *et. seq.* for any benefit payments made through the date of termination, unless otherwise agreed to In Writing by both Contractor and State.

- k. The Contractor shall not be deemed the employer of a Member for any purpose under this Contract. The Contractor assumes no liability or obligation by performing its tax responsibilities under this Amendment other than the following:
- (1) Contractor shall be liable to the State for the State's portion of FICA which Contractor fails to deposit with the appropriate taxing authority or refund to the State yet for which Contractor was reimbursed via the State's payment of the FICA Tax Invoice;
 - (2) Contractor shall be liable to the employee or the appropriate taxing authority up to the actual amount that the Contractor withholds from the employee's benefits for Social Security, Medicare, and federal income tax then fails to refund to the employee or deposit with the appropriate taxing authority; and
 - (3) Contractor shall be liable to the State for penalties, interest or direct damages arising from Contractor's failure to perform its tax responsibilities.

3. Contract section C.1. is deleted in its entirety and replaced with the following:

Maximum Liability. In no event shall the maximum liability of the State under this Contract exceed Seventy-Five Million Dollars (\$75,000,000) ("Maximum Liability"). This Contract does not grant the Contractor any exclusive rights. The State does not guarantee that it will buy any minimum quantity of goods or services under this Contract. Subject to the terms and conditions of this Contract, the Contractor will only be paid for goods or services provided under this Contract after a purchase order is issued to Contractor by the State or as otherwise specified by this Contract.

4. Contract section C.3. is deleted in its entirety and replaced with the following:

Payment Methodology. The Contractor shall be compensated based on the payment methodology for goods or services authorized by the State in a total amount as set forth in Section C.1.

- a. The Contractor's compensation shall be contingent upon the satisfactory provision of goods or services as set forth in Section A. Any implementation efforts and activities prior to services performed starting January 1, 2022, will be at no additional cost to the State.
- b. The premium rates are NOT contingent upon the State maintaining a minimum number of insured Members. The State, at its sole discretion as the employer, may elect to pay a portion of the monthly premiums for active central state and higher education employees based on availability of appropriation funding.
- c. The Contractor shall be compensated based upon the following payment methodology:

For service performed from January 1, 2022, through December 31, 2026, the following rates shall apply:

Note: The Member's age and salary shall be as of September 1 of the current calendar year, or another date established by the State, and shall be effective as of October 1 of the current calendar year, or another date established by the

State.

Guaranteed Monthly Premium Rate for <u>EMPLOYEE PAY ALL</u> Premium (Central State Government and State Higher Education Employees)	Short Term Disability Program				
	Calendar Year 2022	Calendar Year 2023	Calendar Year 2024	Calendar Year 2025	Calendar Year 2026
	1/1/2022 – 12/31/2022	1/1/2023 – 12/31/2023	1/1/2024 – 12/31/2024	1/1/2025 – 12/31/2025	1/1/2026 – 12/31/2026
Option A - 60%, 14 day elimination period	\$0.41	\$0.41	\$0.41	\$0.41	\$0.41
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
Option B - 60%, 30 day elimination period	\$0.33	\$0.33	\$0.33	\$0.33	\$0.33
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary

LTD Central State Government and Higher Education Employees Member Rates:

Long-Term Disability Program Guaranteed Premium Rate for <u>EMPLOYER PAID</u> Premium (Central State Government Employees and State Higher Education Employees)	Option 3 - 63%, 90 day elimination period		
	Calendar Year 2024	Calendar Year 2025	Calendar Year 2026
	1/1/2024-12/31/2024	1/1/2025-12/31/2025	1/1/2026-12/31/2026
Composite Rate	\$0.278 per \$100 of member's Covered Monthly Salary	\$0.278 per \$100 of member's Covered Monthly Salary	\$0.278 per \$100 of member's Covered Monthly Salary

Long-Term Disability Program Guaranteed Premium Rate for <u>EMPLOYEE PAY ALL</u> Premium (Central State Government Employees 2022-2026 and State Higher Education Employees 2023-2026)	Option 1 - 60%, 90 day elimination period, Age Band Premium Rate				
	Calendar Year 2022	Calendar Year 2023	Calendar Year 2024	Calendar Year 2025	Calendar Year 2026
	1/1/2022 – 12/31/2022	1/1/2023 – 12/31/2023	1/1/2024 – 12/31/2024	1/1/2025 – 12/31/2025	1/1/2026 – 12/31/2026
Age					
<30	\$0.12	\$0.06	\$0.06	\$0.06	\$0.06
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
30-34	\$0.12	\$0.06	\$0.06	\$0.06	\$0.06

	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
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Long-Term Disability Program Guaranteed Premium Rate for EMPLOYEE PAY ALL Premium (Central State Government Employees 2022-2026 and State Higher Education Employees 2023-2026)	Option 2 - 60%, 180 day elimination period, Age Band Premium Rate				
	Calendar Year 2022	Calendar Year 2023	Calendar Year 2024	Calendar Year 2025	Calendar Year 2026
	1/1/2022 – 12/31/2022	1/1/2023 – 12/31/2023	1/1/2024 – 12/31/2024	1/1/2025 – 12/31/2025	1/1/2026 – 12/31/2026
Age					
<30	\$0.09	\$0.05	\$0.05	\$0.05	\$0.05
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
30-34	\$0.09	\$0.05	\$0.05	\$0.05	\$0.05
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
35-39	\$0.18	\$0.09	\$0.09	\$0.09	\$0.09
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
40-44	\$0.27	\$0.14	\$0.14	\$0.14	\$0.14
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
45-49	\$0.34	\$0.17	\$0.17	\$0.17	\$0.17
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
50-54	\$0.42	\$0.21	\$0.21	\$0.21	\$0.21
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary

55-59	\$0.50	\$0.25	\$0.25	\$0.25	\$0.25
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
60-64	\$0.66	\$0.33	\$0.33	\$0.33	\$0.33
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
65-69	\$0.44	\$0.22	\$0.22	\$0.22	\$0.22
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
70+	\$0.44	\$0.22	\$0.22	\$0.22	\$0.22
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary

Long-Term Disability Program Guaranteed Premium Rate for EMPLOYEE PAY ALL Premium (Central State Government Employees 2022-2026 and State Higher Education Employees 2023-2026)	Option 3 - 63%, 90 day elimination period, Age Band Premium Rate				
	Calendar Year 2022	Calendar Year 2023	Calendar Year 2024	Calendar Year 2025	Calendar Year 2026
	1/1/2022 – 12/31/2022	1/1/2023 – 12/31/2023	1/1/2024 – 12/31/2024	1/1/2025 – 12/31/2025	1/1/2026 – 12/31/2026
Age					
<30	\$0.14	\$0.07	\$0.07	\$0.07	\$0.07
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
30-34	\$0.14	\$0.07	\$0.07	\$0.07	\$0.07
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
35-39	\$0.28	\$0.14	\$0.14	\$0.14	\$0.14

	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
40-44	\$0.42	\$0.21	\$0.21	\$0.21	\$0.21
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
45-49	\$0.53	\$0.27	\$0.27	\$0.27	\$0.27
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
50-54	\$0.65	\$0.33	\$0.33	\$0.33	\$0.33
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
55-59	\$0.77	\$0.39	\$0.39	\$0.39	\$0.39
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
60-64	\$1.03	\$0.52	\$0.52	\$0.52	\$0.52
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
65-69	\$0.68	\$0.34	\$0.34	\$0.34	\$0.34
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
70+	\$0.68	\$0.34	\$0.34	\$0.34	\$0.34
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary

	Option 4 - 63%, 180 day elimination period, Age Band Premium Rate
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Long-Term Disability Program Guaranteed Premium Rate for EMPLOYEE PAY ALL Premium (Central State Government Employees 2022-2026 and State Higher Education Employees 2023-2026)	Calendar Year 2022	Calendar Year 2023	Calendar Year 2024	Calendar Year 2025	Calendar Year 2026
	1/1/2022 – 12/31/2022	1/1/2023 – 12/31/2023	1/1/2024 – 12/31/2024	1/1/2025 – 12/31/2025	1/1/2026 – 12/31/2026
Age					
<30	\$0.11	\$0.06	\$0.06	\$0.06	\$0.06
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
30-34	\$0.11	\$0.06	\$0.06	\$0.06	\$0.06
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
35-39	\$0.23	\$0.12	\$0.12	\$0.12	\$0.12
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
40-44	\$0.33	\$0.17	\$0.17	\$0.17	\$0.17
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
45-49	\$0.42	\$0.21	\$0.21	\$0.21	\$0.21
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
50-54	\$0.51	\$0.26	\$0.26	\$0.26	\$0.26
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
55-59	\$0.61	\$0.31	\$0.31	\$0.31	\$0.31
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary

60-64	\$0.81	\$0.41	\$0.41	\$0.41	\$0.41
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
65-69	\$0.54	\$0.27	\$0.27	\$0.27	\$0.27
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
70+	\$0.54	\$0.27	\$0.27	\$0.27	\$0.27
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary

LTD Central State Government Only Member Rates:

Long-Term Disability Program Guaranteed Premium Rate for EMPLOYEE PAY ALL Premium (Central State Government Employees)	Option 1 - 60%, 90 day elimination period, Age Band Premium Rate				
	Calendar Year 2022	Calendar Year 2023	Calendar Year 2024	Calendar Year 2025	Calendar Year 2026
	1/1/2022 – 12/31/2022	1/1/2023 – 12/31/2023	1/1/2024 – 12/31/2024	1/1/2025 – 12/31/2025	1/1/2026 – 12/31/2026
Age					
<30	\$0.12	\$0.12	\$0.12	\$0.12	\$0.12
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
30-34	\$0.12	\$0.12	\$0.12	\$0.12	\$0.12
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
35-39	\$0.23	\$0.23	\$0.23	\$0.23	\$0.23
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
40-44	\$0.34	\$0.34	\$0.34	\$0.34	\$0.34

	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
45-49	\$0.43	\$0.43	\$0.43	\$0.43	\$0.43
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
50-54	\$0.53	\$0.53	\$0.53	\$0.53	\$0.53
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
55-59	\$0.63	\$0.63	\$0.63	\$0.63	\$0.63
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
60-64	\$0.84	\$0.84	\$0.84	\$0.84	\$0.84
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
65-69	\$0.56	\$0.56	\$0.56	\$0.56	\$0.56
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
70+	\$0.56	\$0.56	\$0.56	\$0.56	\$0.56
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary

Long-Term Disability Program Guaranteed Premium Rate for EMPLOYEE PAY ALL Premium (Central State Government Employees)	Option 2 - 60%, 180 day elimination period, Age Band Premium Rate				
	Calendar Year 2022	Calendar Year 2023	Calendar Year 2024	Calendar Year 2025	Calendar Year 2026
	1/1/2022 – 12/31/2022	1/1/2023 – 12/31/2023	1/1/2024 – 12/31/2024	1/1/2025 – 12/31/2025	1/1/2026 – 12/31/2026
Age					

	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
70+	\$0.44	\$0.44	\$0.44	\$0.44	\$0.44
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary

Long-Term Disability Program Guaranteed Premium Rate for EMPLOYEE PAY ALL Premium (Central State Government Employees)	Option 3 - 63%, 90 day elimination period, Age Band Premium Rate				
	Calendar Year 2022	Calendar Year 2023	Calendar Year 2024	Calendar Year 2025	Calendar Year 2026
	1/1/2022 – 12/31/2022	1/1/2023 – 12/31/2023	1/1/2024 – 12/31/2024	1/1/2025 – 12/31/2025	1/1/2026 – 12/31/2026
Age					
<30	\$0.14	\$0.14	\$0.14	\$0.14	\$0.14
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
30-34	\$0.14	\$0.14	\$0.14	\$0.14	\$0.14
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
35-39	\$0.28	\$0.28	\$0.28	\$0.28	\$0.28
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
40-44	\$0.42	\$0.42	\$0.42	\$0.42	\$0.42
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
45-49	\$0.53	\$0.53	\$0.53	\$0.53	\$0.53
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary

50-54	\$0.65	\$0.65	\$0.65	\$0.65	\$0.65
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
55-59	\$0.77	\$0.77	\$0.77	\$0.77	\$0.77
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
60-64	\$1.03	\$1.03	\$1.03	\$1.03	\$1.03
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
65-69	\$0.68	\$0.68	\$0.68	\$0.68	\$0.68
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
70+	\$0.68	\$0.68	\$0.68	\$0.68	\$0.68
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary

Long-Term Disability Program Guaranteed Premium Rate for <u>EMPLOYEE PAY ALL</u> Premium (Central State Government Employees)	Option 4 - 63%, 180 day elimination period, Age Band Premium Rate				
	Calendar Year 2022	Calendar Year 2023	Calendar Year 2024	Calendar Year 2025	Calendar Year 2026
	1/1/2022 – 12/31/2022	1/1/2023 – 12/31/2023	1/1/2024 – 12/31/2024	1/1/2025 – 12/31/2025	1/1/2026 – 12/31/2026
Age					
<30	\$0.11	\$0.11	\$0.11	\$0.11	\$0.11
	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
30-34	\$0.11	\$0.11	\$0.11	\$0.11	\$0.11
	per member per \$100 of member's	per member per \$100 of member's	per member per \$100 of member's	per member per \$100 of member's	per member per \$100 of member's Covered Monthly Salary

	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary	per member per \$100 of member's Covered Monthly Salary
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- d. If member materials containing an error were approved by the State In Writing and the error was detected after the materials were mailed, the State will reimburse the Contractor the production and postage cost of mailing the corrected version pursuant to Contract Section C.3.e.
- e. For mailings in addition to those identified in the Contract, the State shall reimburse the Contractor for the following, selected actual costs in the performance of this Contract upon Contractor providing documentation of actual costs incurred.
 - (1) Postage. The State shall reimburse the Contractor for the actual cost of postage for mailing materials produced under the terms of this Contract and as directed and authorized by the State.
 - (2) Printing/Production. The State shall reimburse the Contractor an amount equal to the actual cost of document printing/production as required and authorized by the State and as detailed by the Contract Scope of Services as referred to in A.5.e.

Notwithstanding the foregoing, the State retains the option to authorize the Contractor to deliver a product to be printed. The State also retains the option to approve and accept the product but not use the Contractor to print the material. In those situations, the State shall have the discretion to use other printing and production services at its disposal.

5. The following is added as Contract section C.12.:

C.12. FICA Tax Invoice. On a quarterly basis, the Contractor will send the State a FICA Tax Invoice equal to the actual amount of the State's share of FICA taxes deposited to the IRS by the Contractor, plus two (2)% of the deposited amount as a service fee . The State agrees to reimburse the Contractor for the full amount reflected on the FICA Tax Invoice, including the service fee, within forty-five (45) days of the date set forth on the FICA Tax Invoice. After the forty-five (45) day period expires, the Contractor may assess interest at the "Applicable Federal Rate" (as published by the IRS on a monthly basis) plus two (2) percentage points, on any amounts due and owing, each month for as long as the amounts remain due and owing.

Required Approvals. The State is not bound by this Amendment until it is signed by the contract parties and approved by appropriate officials in accordance with applicable Tennessee laws and regulations (depending upon the specifics of this contract, said officials may include, but are not limited to, the Commissioner of Finance and Administration, the Commissioner of Human Resources, and the Comptroller of the Treasury).

Amendment Effective Date. The revisions set forth herein shall be effective October 1, 2023. All other terms and conditions of this Contract not expressly amended herein shall remain in full force and effect.

**IN WITNESS WHEREOF,
Metropolitan Life Insurance Company:**



SIGNATURE

August 18, 2023

DATE

Michael McDermott, Vice President-National Accounts

PRINTED NAME AND TITLE OF SIGNATORY (above)

DEPARTMENT OF FINANCE AND ADMINISTRATION:

James E. Bryson, COMMISSIONER

August 21, 2023

DATE