EXHIBIT "A"

SYMETRA
RETIREMENT | BENEFITS | LIFE

Symetra Life Insurance Company
Mailing Address: P.O. Box 34690
Seattle, WA 98124-1690

Phone: (800) 426-7784
Fax: (866) 348-0058
TT/TTY (800) 833-6388 (Deaf/HH only)

Leslie Haase
City of Joplin
602 South Main Street
Joplin, MO 64801

Re: Policy 01-016842-00
January 01, 2024

Dear Policyholder:

This letter contains the results of our annual review of your group insurance coverages. We have evaluated your rates using current census data and your plan's experience.

The increase to your group Life Insurance coverage is due to unfavorable experience. The basic life loss ratio is 222%, which is well above our target loss ratio of 81%. Supplemental employee life is running at a loss ratio of 130%, which is well above our target loss ratio of 79%.

Effective 1/1/24 your renewal rates/fees are as follows:

	Lives	Volume	Current Rate/Fee	Renewal Rate/Fee
Basic Employee Life	520	$36,723,000.00	$0.098	$0.147
Basic Employee AD&D	520	$36,723,000.00	$0.020	$0.020
Supplemental Employee Life	326	$16,162,000.00	Step-rates*	Step-rates*
Supplemental Spouse Life	146	$3,641,500.00	Step-rates*	Step-rates*
Supplemental Child Life	146	$1,460,000.00	$0.070	$0.070

	Current Monthly Premium/Fees	Renewal Monthly Premium/Fees	Percent Change
Basic Employee Life	$3,598.85	$5,398.28	**50%**
Basic Employee AD&D	$734.46	$734.46	**0%**
Supplemental Employee Life	$3,012.94	$3,012.94	**0%**
Supplemental Spouse Life	$676.57	$676.57	**0%**
Supplemental Child Life	$102.20	$102.20	**0%**

Symetra® is a registered service mark of Symetra Life Insurance Company.

- Life rates are based on per $1,000
- AD&D rates are based on per $1,000
- Life Insurance renewal rates are guaranteed for 1 year from the date shown above.

In an effort to ensure the accuracy of your bill, our system will be automatically updated to reflect the above rate action 31 days prior to the policy renewal date if Symetra does not receive communication of acceptance, termination, or rate review request.

If you have any questions regarding this renewal information, please contact me or Segal Consulting. We appreciate the opportunity to provide this insurance coverage and look forward to many more years of continued service to you.

Sincerely,

Ron Stelter
Account Manager
(312) 517-9010
Symetra

9/21/2023

cc: Segal Consulting

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SYMETRA LIFE INSURANCE COMPANY
777 108th Avenue NE, Suite 1200
Bellevue, Washington 98004-5135

PREMIUM RATE NOTICE

Policy Number: 01-016842-00

Policyholder: City of Joplin

Effective Date of Premium Rates/Fees: January 01, 2024

Coverage/Service	Monthly Rate/Fee
Basic Employee Life	$0.147
Basic Employee AD&D	$0.020
Supplemental Employee Life	Step-rates*
Supplemental Spouse Life	Step-rates*
Supplemental Child Life	$0.070

- Life rates are based on per $1,000
- AD&D rates are based on per $1,000

Supplemental Employee Life Step-rates are as follows:

	Current:	Renewal:
Age	**Rate per $1,000**	**Rate per $1,000**
< 25	$0.050	$0.050
25-29	$0.050	$0.050
30-34	$0.050	$0.050
35-39	$0.080	$0.080
40-44	$0.100	$0.100
45-49	$0.150	$0.150
50-54	$0.230	$0.230
55-59	$0.430	$0.430
60-64	$0.660	$0.660
65-69	$1.110	$1.110
70-74	$1.670	$1.670
75 +	$2.060	$2.060

Supplemental Spouse Life Step-rates are as follows:

	Current:	Renewal:
Age	**Rate per $1,000**	**Rate per $1,000**
< 25	$0.050	$0.050
25-29	$0.050	$0.050
30-34	$0.050	$0.050
35-39	$0.080	$0.080
40-44	$0.100	$0.100
45-49	$0.150	$0.150
50-54	$0.230	$0.230
55-59	$0.430	$0.430
60-64	$0.660	$0.660
65-69	$1.110	$1.110
70-74	$1.670	$1.670
75 +	$2.060	$2.060

Rates/Fees will be guaranteed until 12/31/24 unless there is a change in benefits, eligibility, or an Associated Company is added.

Any policy issued in the State of New York is insured and underwritten by First Symetra National Life Insurance Company of New York, a New York-licensed insurer. Any policy issued in any state other than the State of New York is insured and underwritten by Symetra Life Insurance Company, an Iowa-domiciled insurer that is licensed in all states except New York.

Margaret Meister

BY: Margaret Meister, President

Date: September 21, 2023

Instructions: (1) Use these rates beginning on the effective date shown above.
(2) Retain this Premium Rate Notice with your policy.