From: Brandon Rowell [redacted]aol.com
Subject: We've now all met.
Date: Oct 7, 2022 at 9:14:37 AM
To: kfriedman@metlife.com
Cc: [redacted]@wsj.com

Great day, Kim,

I'm supposing that you've at least had previous contact with Leslie from the Wall Street Journal.

I posed to her the question, yesterday, for you answer today of, "If Brandon Rowell was employed as a Client Executive, why was he asked to also recruit from Morehouse College, partner with Atlanta Life, and to procure business from Benalytics Consulting (all African American institutions) when attorney Konn's own (attached) note says Client Executives target existing clients only?"

It's obviously a loaded question with my race as the answer.

For the past twelve years I've tried to get my voice heard, much has happened in that time and all I want is to move forward from this episode.

To do that, I need the fulfillment of my purpose. That requires funding.

When MetLife was found guilty of discrimination in the past, as attached, they paid the sum of $250M but acknowledged no wrong doing.

I'm asking for the same, deposited to the following account, today, unless you've an argument as to why I deserve less.

[redacted]

The second request has a bit of pain with it as Paul [redacted], just this year, quashed the lead I developed with the American Federation of Teachers for them to install Take Along Dental with the proceeds going directly to minority scholarships.

It would be prudent, in my view for MetLife to commit to like funds and the possibility/concerned no-stone-left-unturned effort to resurrect those efforts.

In response, I'll update my webpage, jtbcapital.com, to note our new found partnership.

Brandon

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1.1 MB

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VIA E-MAIL [NICOLE.DIGGS@EEOC.GOV] AND FACSIMILE [(404)562-6909]

June 23, 2011

Request No. 1. Business Plan for Brandon Rowell, Brian Blackburn, Katie Leweling, and Zachary Vietri during the relevant period of January 2008 to present.

Business plans are developed and maintained by individual employees as a tool to assist that employee in his/her professional development. There is not necessarily a business plan developed by every employee each year and, to the extent a business plan was developed by an employee for a specific year, that plan is often discarded or replaced the following year. As such, MetLife was unable to locate any records in response to your request.

Request No. 2. Performance ratings for Brandon Rowell, Brian Blackburn, Katie Leweling, and Zachary Vietri during the relevant period of January 2008 to present.

Enclosed as Exhibit 1, please find a document containing the performance ratings for Brandon Rowell, Brian Blackburn, Katie Leweling, and Zachary Vietri for the relevant time period of 2008 and 2009.[1] Performance ratings are on a Bell Curve, with 1 being the lowest score and 5 being the highest score.

Request No. 3. A list of accounts for each Account Executive. If any accounts were transferred during the relevant time period of July 2008 to present, list who they were transferred from and to with the date of transaction.

MetLife objects to the production of any account or customer listing as it contains confidential and proprietary information. Further, MetLife does not maintain a database of active accounts or customers from which a past data set (*e.g.*, July 2008 to December 2008) can be pulled.

Request No. 4. Give the written policy on leads for Account Executives and Client Executives. How does the company determine the work distribution. Submit any document assignments or leads. Include the authorizing distribution official with their name, position title, and race.

A written policy on "leads" does not exist for the MetLife Employee Benefits Sales Group. Indeed, Account Executives or Client Executives are not provided with "leads" and do not work on a "leads" basis. Account Executives primarily sell group insurance plans to new customers, often working through or with independent insurance brokers to sell those plans. Client Executives manage existing client relationships, working directly with current clients/employers to both ensure that the clients/employers review their existing policies and attempt to sell those clients/employers additional lines of coverage. Jeff Trinkwon, the Director for Mid-Large Markets in Atlanta for the Employee Benefits Sales Group during the

[1] The document comprising Exhibit 1 is stamped CONFIDENTIAL and with document number MetLife_Rowell 0001.

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times relevant to the above referenced charge, assigned Account Executives to work with groups of independent insurance brokers and assigned Client Executives to work with groups of current clients.

Request No. 5. Submit your policy on account assignments. What are the minimum requirements for each Account Executive?

The Employee Benefits Sales Group does not maintain a written policy on account assignments. As described above, Mr. Trinkwon, at his discretion, assigned Account Executives to work with a group of independent insurance brokers and assigned Client Executives to work with a group of current clients.

I am interpreting your request for minimum requirements for each Account Executive as a request for the job description for that position. As such, enclosed as Exhibit 2 are copies of the job descriptions for Account Executives and Client Executives in effect at the times relevant to the above charge.[2] These were previously requested on February 11, 2011, but were not able to be located at the time of MetLife's March 9 response.

Request No. 6. List all employees who were hired as Client Executives and later transferred into the Account Executive position. Include name, date of transfer, reason for transfer, and transferring official.

Along with the charging party, Edward Ryan was hired as a Client Executive and later transferred into the Account Executive position. Mr. Ryan was transferred from Client Executive to Account Executive effective January 1, 2011.

Please let me know if you would like to discuss any of the above in advance of the June 24 interviews.

Best regards,

DLA Piper LLP (US)

Jamie M. Konn

Enclosures

cc: Rachel Cowen

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[2] The documents comprising Exhibit 2 are stamped CONFIDENTIAL and with document numbers MetLife_Rowell 0002 – MetLife_Rowell 0004.