



Worksite Better.

Protecting tomorrow by planning today

Group Universal Life Insurance

FOR EMPLOYERS. NOT FOR USE WITH EMPLOYEES.

EMPLOYER

A benefit you can offer where everybody wins

Creating a workplace where people feel supported and confident about their financial futures begins with the choice you make in a benefits partner. Because when your employees are confident about their financial futures, chances are they're more productive in the present. MassMutual® helps you to build a committed workforce with financial protection solutions and guidance to help your employees improve their financial wellness.

This customizable alternative lets employees personalize their coverage

MassMutual Group Universal Life (UL) Insurance is permanent coverage that can be customized to meet changing financial needs throughout your employee's life. Employees benefit from having coverage that provides a death benefit, an account value that can grow over time, and the ability to adjust their premium payments to extend their life insurance coverage beyond the to age 85 target coverage period.

**Financial readiness, readily available.
You've got this.**

Personalized financial protection for whatever life brings

Group Universal Life (UL) Insurance, issued by Massachusetts Mutual Life Insurance Company (MassMutual), can help differentiate your voluntary benefits with coverage that is convenient and customizable for your employees.

Personalized

Employees can customize their UL insurance by choosing the face amount and optional spouse and dependent coverage that you choose to make available.

Peace of mind

Paying the target premium amount will guarantee coverage for the to age 85 target coverage period.¹

Extendable

Employees can get the coverage they need for today, with the flexibility to extend into the future, if needed.

Coverage for life's changes

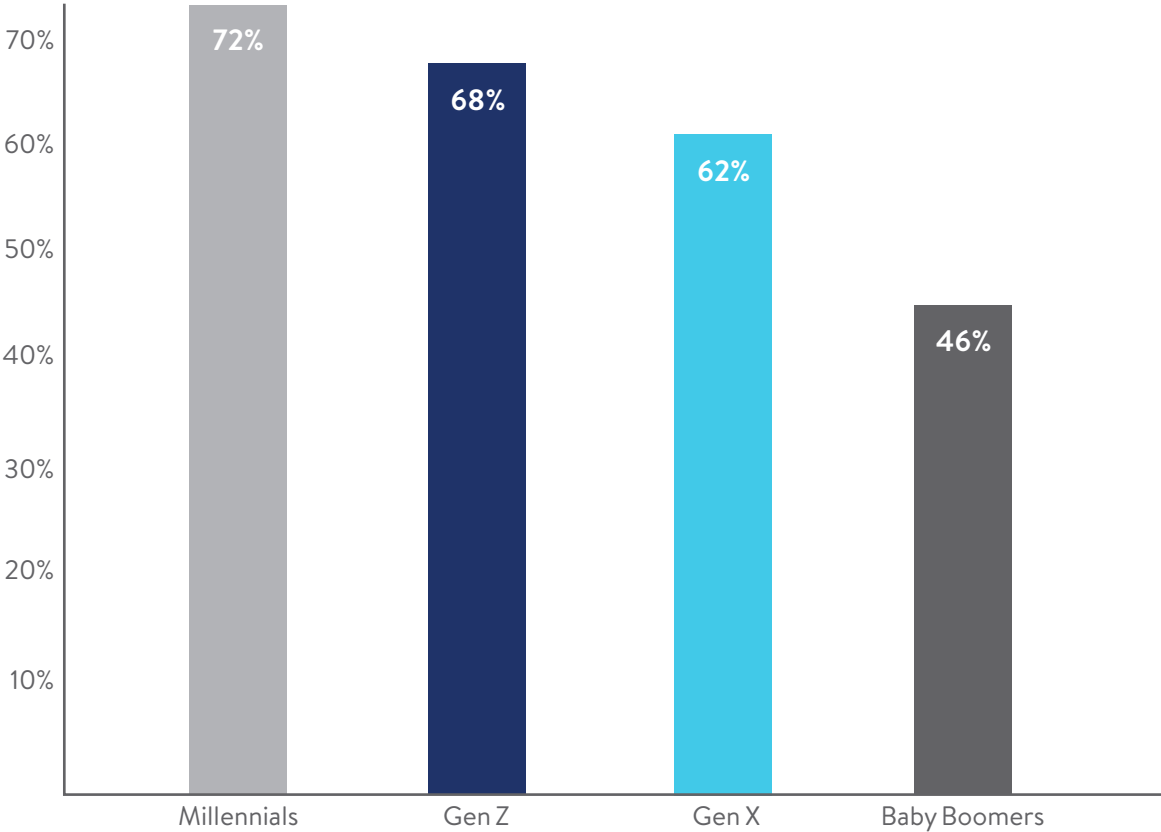
All employees can benefit from life insurance that can be adjusted to meet their financial needs over time — depending on their life stage or a specific situation.

¹ Assuming target premiums are paid on time and there are no loans or withdrawals taken from the certificate. The premiums necessary to keep the certificate in force may increase at the end of the to age 85 target coverage period.

UL insurance works for employees who may not already have life insurance or who may need to supplement their existing coverage. They can benefit from guaranteed death benefit protection and from account value that can grow over time, which they will have the ability to access, if necessary.²

WHAT IS STRESSING OUT YOUR EMPLOYEES?

63% of employees say that their financial stress has increased since the start of the pandemic.³



Group universal life insurance can help to reduce employee financial stress by helping them to secure their financial future, and protect those who matter most.

² Withdrawals or loans from the certificate may have tax consequences. The certificate owner should consult their tax advisor. Withdrawals are not subject to taxation up to the amount paid into the certificate (cost basis). If the certificate is a modified endowment contract, loans and/or withdrawals will be taxable to the extent of gain and are subject to a 10% tax penalty. Loans and/or withdrawals will also reduce the net surrender value and loans may reduce the death benefit. Taking a loan could have adverse tax consequences if the certificate terminates before the insured's death.

³ PwC's 10th annual Employee Financial Wellness Survey, PwC US, 2021.

A valuable benefit for a sound financial future

FOR YOUR COMPANY

Financial wellness innovation. With unique online tools and helpful educational resources, your employees can take control of their financial lives, right at work.

Product portfolio strength. We offer voluntary financial protection benefits with personalized guidance and support for each employee.

Engagement made simple. A dedicated support team will help you design and administer the right voluntary benefits offering, making it easy to get your employees on board now and introduce new options in the future.

FOR YOUR EMPLOYEES

Access. Permanent group universal life insurance coverage with Guaranteed Issue and/or Express Issue.

Convenient. Easy enrollment and payroll deduction.

Personalized. Choice of face amount and optional coverage available for spouse, children, and grandchildren.

Guaranteed death benefit protection. For the to age 85 target coverage period, provided premiums are paid on time and no loans or withdrawals are taken.



FOR EMPLOYERS. NOT FOR USE WITH EMPLOYEES.

Underwriting guidelines at a glance

MassMutual offers competitive group rates and underwriting made easy with Guaranteed Issue and/or Express Issue.

CURRENT UNDERWRITING REQUIREMENTS

<p>Underwriting amounts and types are based on individual group characteristics including but not limited to:</p>	<ul style="list-style-type: none"> • Group’s occupational industry • Group’s situs state • Number of eligible lives • Occupation classes and/or salaries • Coverage formula (flat amount or a multiple of salary) • Work locations
<p>Guaranteed Issue is based on actively at work criteria. Express Issue is based upon simple medical knock out question(s). Both underwriting types are offered on an accept/reject basis.</p>	
<p>Offers may be made with the following payer options:</p>	<ul style="list-style-type: none"> • Employee paid • Employer paid
<p>FACE AMOUNTS(MINIMUMS):</p>	<p>Employee issue ages 18–75 Minimum face amount \$10,000* *WA \$25,000</p>
<p>TARGET COVERAGE PERIOD:</p>	<p>To age 85</p>
<p>TOBACCO USE:</p>	<p>Non-tobacco (Rates available for all ages) Tobacco (Rates can apply to ages 18 and above)</p>

Product specifications

The following provides more detail on specific product features. Some features may be subject to state availability.

Accelerated Death Benefit Provisions:⁴

The certificate owner can receive an advance, or acceleration, of a portion of the death benefit under the certificate, if the insured is diagnosed with a terminal illness or if the insured has a chronic illness that has been certified by a Qualified Medical Practitioner.

Terminal Illness: The Accelerated Death Benefit for Terminal Illness is payable when the insured meets the definition of Terminally Ill, generally diagnosed with an illness that will result in death within 12 months (24 months in some states.)

Chronic Illness: The Accelerated Death Benefit for Chronic Care is payable when the insured meets the definition of Chronically Ill, generally having a permanent loss of two activities of daily living, or requiring substantial supervision due to permanent severe cognitive impairment.

These accelerated benefits are neither long term care insurance nor nursing home insurance and may be used for any purpose. In many cases, these benefits allow access to more funds than would be available through a certificate loan or certificate cash surrender value. There is a fee taken from the Chronic Care Benefit. Consult with a tax advisor regarding a request for accelerated benefits.

Certificate owners who have exercised the Death Benefit for Terminal Illness benefit cannot use the Chronic Care Benefit. However, the Terminal Illness Benefit will still be available on the remaining face amount after a Chronic Care Benefit payment has been made.

⁴ Except in Washington and North Carolina, the acceleration of the death benefit is intended to receive favorable tax treatment under §101(g) of the Internal Revenue Code. Accessing other similar benefits may cause the per diem limit to be exceeded. The insured must be chronically ill or terminally ill, as defined in 26 USC 7702B. Certificate owners should seek advice from a tax advisor prior to requesting a benefit payment. Receipt of accelerated death benefits may be taxable. For group policies issued in Washington or North Carolina, the Chronic Care Benefit defines a chronic illness in accordance with state insurance requirements, and may be taxable, as the state prescribed definition differs from the federal tax law definition.

Accelerating the payment of your death benefit may affect your eligibility for public assistance programs, including MEDICAID and SUPPLEMENTAL SECURITY INCOME (“SSI”). Contact the Medicaid Unit of the local Department of Public Welfare and the Social Security Administration Office for more information.

An acceleration of the death benefit will reduce the certificate’s death benefit, any cash value and any loan values. The certificate’s premium payments will be based on the reduced amount of insurance at the current rate. There is no premium required for either the chronic care or terminal illness benefits, however, there is a fee if the chronic care benefit provision is exercised. The fee for the Chronic Care Benefit is a present value adjustment shown as a percentage of the Eligible Amount for the Chronic Care Benefit. The percentage depends on the Insured’s age at the time the benefit is exercised: 18% for ages 45 and above; 27% for ages 44 -35; 36% for under age 35. In the situs states of Kansas, Minnesota, North Carolina and Washington the term “fee” is replaced with “Actuarial Discount.” For Montana, “fee” is replaced with “Reduction.” Please carefully read the accelerated death benefit disclosure provided at application. Restrictions and limitations will apply.

Ownership:	<p>You sponsor the MassMutual program by completing an application for a group policy and selecting the options to be made available to your employees. A group policy is issued to you by Massachusetts Mutual Life Insurance Company.</p> <p>Your employees, or their designees, own the group insurance certificates issued to them and their dependents.</p>
Premiums:	<p>The target premium is the premium amount needed, based on coverage amounts and payment frequency, to keep the coverage in force at least until the target coverage period end date, provided that payments are timely and no withdrawals or loans are taken. After the initial premium has been paid, there is flexibility in the amount and timing of premium payments. Premium payments made above the target premium amount will increase the account value and may extend coverage beyond the target coverage period end date. However, this will not increase the death benefit.</p>
Account value:	<p>The certificate account value is equal to premiums paid plus interest earned plus any additional contributions less monthly charges and all amounts withdrawn from the account.</p> <p>The minimum annual interest rate is 3.0%.</p> <p>Interest is credited daily.</p>

OPTIONAL RIDERS:⁵ If the riders below are selected by the employer, they will be attached to each certificate issued to employees age 18–60.

Waiver of monthly charges:	<p>Monthly charges for the base certificate and the riders will be waived if the insured becomes totally disabled as described in the rider.</p>
Accidental death benefit:	<p>This rider allows the beneficiary to receive an additional death benefit when MassMutual receives satisfactory proof that the insured's death was the result of an accident.</p> <p>Coverage amounts range from \$10,000 to five times the base certificate face amount.</p>

⁵ Riders are available at an additional cost. Employees can elect to cancel the rider at any time; once cancelled, it cannot be reinstated. State variations and exclusions may apply.

OPTIONAL DEPENDENT COVERAGE: Employers can choose to offer one of two dependent coverage options to employees through term insurance riders or whole life certificates.

<p>Spouse and children's term life insurance riders:</p>	<p>Spouse term life insurance rider: This rider provides term insurance coverage for the spouse of an employee. Spouse coverage ages: 18–65 years Coverage amount options:⁶ \$10,000 or \$20,000</p>	<p>Children's term life insurance rider: This rider provides term insurance coverage for the eligible children of an employee. To be eligible, children must be a dependent based on federal tax rules. Child coverage ages: 14 days to 26 years Coverage amount options:⁶ \$10,000 and \$20,000</p>
<p>Dependent whole life certificates: Separate certificates available for spouse, child, and grandchild coverage:</p>	<p>Whole life certificates provide your employee's spouse and each dependent child or grandchild with permanent protection for a level premium.⁷ Employee issue ages: 18–75 may apply for coverage for their spouse and each dependent child or grandchild. Spouse issue ages: 18–60 Child/grandchild issue ages: 14 days to 26 years. (To be eligible, children must be someone's dependent based on federal tax rules.)</p>	<p>Face amount:⁷ \$25,000 Riders: None</p>

CERTIFICATE CHARGES AND FEES

<p>Premium expense charge:</p>	<p>Maximum 10% of each premium paid.</p>
<p>Administrative charge:</p>	<p>Maximum \$4.00 per month.</p>

⁶ Attached to employee certificate.

⁷ Not to exceed the coverage amount issued to the employee. State variations may apply.

MassMutual Group Universal Life Insurance provided by an employer may be part of an employee welfare benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA). ERISA requires a plan administrator to satisfy certain reporting and disclosure requirements regarding the plan. Neither MassMutual nor its representatives are in a position to provide legal advice regarding an employer's obligations under ERISA. Employers are urged to consult their own legal or benefits advisors with questions.

A trusted leader



With over 170 years in the insurance industry, we have a long history of remaining financially strong during changing market conditions. Our financial strength ratings⁸ are among the highest of any company in any industry.



We created MassMutual to reach more people with the products, guidance, and tools they need to help secure their financial future and protect the ones who matter most. As a recognized leader in workplace solutions, we are committed to helping you do more for your employees.



As a mutual company, MassMutual does not have shareholders. The company is managed with the long-term interests of its policy and certificate owners in mind, and we work every day to make decisions to help them meet their financial needs in the future.

⁸ Financial strength ratings are as of March 31, 2022: Best: A++ (Superior); Fitch Ratings: AA+ (Very Strong); Moody's Investors Service: Aa3 (High Quality); and Standard & Poor's: AA+ (Very Strong). Ratings apply to Massachusetts Mutual Life Insurance Company (MassMutual), and its subsidiaries, C.M. Life Insurance Company and MML Bay State Life Insurance Company, Springfield, MA 01111-0001. Ratings are subject to change.



MassMutual can help you create a workplace where people feel supported and confident about their financial futures. Our experience in employee financial wellness allows you to provide your employees with easy access to flexible solutions and educational tools to help them build more secure financial futures and protect those who matter most.

To learn more, visit worksite.MassMutual.com or call 1-855-877-6161

FOR EMPLOYERS. NOT FOR USE WITH EMPLOYEES.

The information provided is not written or intended as specific tax or legal advice. Massachusetts Mutual Life Insurance Company (MassMutual), and its subsidiaries, C.M. Life Insurance Company and MML Bay State Life Insurance Company, Springfield, MA 01111-0001 are not authorized to give tax or legal advice. Individuals are encouraged to seek advice from their own tax or legal counsel.

The product and/or certain features may not be available in all states. State variations may apply.

Group Universal Life Insurance (GPUL), (policy/certificate forms MM-GPUL-2015 and MM-GCUL-2015, and MM-GPUL-2015 (NC) and MM-GCUL-2015 (NC) in North Carolina), is flexible premium, non-participating permanent life insurance. The GPUL policy and GCUL certificates are issued by Massachusetts Mutual Life Insurance Company, Springfield, MA 01111-0001.

