



MassMutual@WORK



EMPLOYER

Protecting tomorrow by planning today

Group Universal Life Insurance

FOR EMPLOYER USE ONLY. NOT FOR USE WITH EMPLOYEES.

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@WORK 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@WORK 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.

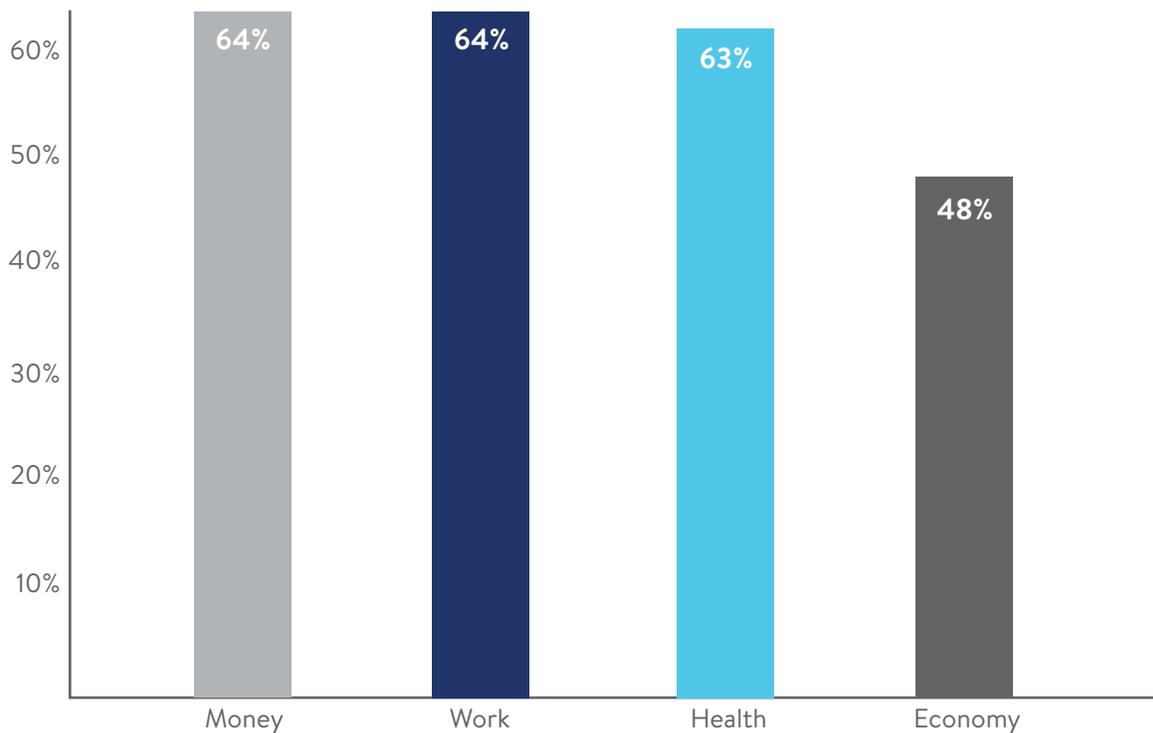
UL insurance works for employees who may not already have life insurance or who may

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.

need to supplement their existing coverage. They can benefit from guaranteed death benefit protection for their target coverage period and from account value that can grow over time, and they will have the ability to access it, if necessary.²

WHAT IS STRESSING OUT YOUR EMPLOYEES?

Each employee has their own story to tell about why they work for your company and what motivates them each day. However, all employees tend to stress about the same things.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. You should consult your 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 Stress in America, Stress and Generation Z, American Psychological Association, October 30, 2018.

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 a variety of solutions, from voluntary financial protection benefits to retirement services, all 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.



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Underwriting guidelines at a glance

MassMutual@work 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 list provides more detail on specific product features. Some features may be subject to state availability.

Accelerated Death Benefit Provisions:	<p>The certificateowner can receive an advance, or acceleration, of a portion of the death benefit under your certificate, if the insured is diagnosed with a terminal illness or if the insured has a chronic illness.</p> <p>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.)</p> <p>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.</p> <p>These benefits are not long term care 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.</p>
Ownership:	<p>You sponsor the MassMutual@WORK 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. However, this will not increase the death benefit.</p>
Account value:	<p>The certificate account value is equal to the premiums paid plus interest earned less monthly charges and all amounts withdrawn from the certificate.</p> <p>The minimum annual interest rate is 3.0%.</p> <p>Interest is credited daily.</p>

⁵ This period may be 24 months in some states.

OPTIONAL RIDERS⁶: 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:	Monthly charges for the base certificate and the riders will be waived if the insured becomes totally disabled as described in the rider.
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>

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

Spouse and children’s term insurance riders:	<p>Spouse term insurance rider: This rider provides term insurance coverage for the spouse of an employee.</p> <p>Spouse coverage ages: 18–65 years</p> <p>Coverage amount options⁷: \$10,000 or \$20,000</p>	<p>Children’s term 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.</p> <p>Child coverage ages: 14 days to 26 years</p> <p>Coverage amount options⁷: \$10,000 and \$20,000</p>
Dependent whole life certificates: Separate certificates available for spouse, child, and grandchild coverage:	<p>Whole life certificates provide your spouse and each dependent child or grandchild with permanent protection for a level premium.⁸</p> <p>Employee issue ages: 18–75 may apply for coverage for their spouse and each dependent child or grandchild.</p> <p>Spouse issue ages: 18–60</p> <p>Child/grandchild issue ages: 14 days to 26 years. (To be eligible, children must be a dependent based on federal tax rules.)</p>	<p>Face amount⁹: \$25,000</p> <p>Riders: None</p>

⁶ 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.

⁷ Attached to employee certificate.

⁸ Dividends are not guaranteed. The certificate is eligible to receive dividends beginning on the second anniversary.

⁹ Not to exceed the coverage amount issued to the employee. State variations may apply.



CERTIFICATE CHARGES AND FEES

Premium expense charge:	Maximum 10% of each premium paid.
Administrative charge:	Maximum \$4.00 per month.
Monthly expense and insurance charges:	<p>The maximum expense and cost of insurance rates are based on the insured's age, risk classification, and face amount.</p> <p>There are additional charges for the waiver of monthly charges rider, accidental death benefits rider, children's term life insurance rider and spouse term life insurance rider.</p>

MassMutual@work 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.

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A trusted leader



With over 167 years in the insurance industry, we have a long history of remaining financially strong during changing market conditions. Our financial strength ratings¹⁰ are among the highest of any company in any industry.



We created MassMutual@WORK 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 members and policyowners in mind, and we work every day to make decisions to help them meet their financial needs in the future.

¹⁰ Financial strength ratings are as of October 18, 2019: A.M. Best Company: A++ (Superior; top category of 15); Fitch Ratings: AA+ (Very Strong; second category of 21); Moody's Investors Service: Aa3 (High Quality; fourth category of 21); Standard & Poor's: AA+ (Very Strong, second category of 21). Ratings are for MassMutual (Springfield, MA 01111) and its subsidiaries, C.M. Life Insurance Co. and MML Bay State Life Insurance Co. (Enfield, CT 06082). Ratings are subject to change.



MassMutual@WORK 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 [MassMutualatwork.com](https://www.massmutualatwork.com) or call 1-855-877-6161

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The information provided is not written or intended as specific tax or legal advice. MassMutual, its employees and representatives 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 Whole Life Insurance (GPWL), (MM-GCWL-2014 and MM-GCWL-2014 (NC) in North Carolina), is level-premium, participating permanent life insurance issued by Massachusetts Mutual Life Insurance Company, Springfield, MA 01111-0001.

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.

