

Worksite Smarter.

Executive Disability Income

MassMutual's Worksite Executive Disability Income Insurance product is available to meet the needs of the marketplace with underwriting enhancements that increase benefits for employer or employee paid coverage.



Employer Paid Coverage

- Guaranteed Standard Issue (GSI) Limits now up to \$20K for the best risk
- Minimum eligible lives now available down to 5+

Employer Paid and Employee Paid Coverage

- Simple Bonus Calculation:
 - Avg 2 years of variable comp
 - One year paid at 75%

Employee Paid Coverage

- Expanding offering to Broker channel for approved partners
- Competitive Replacement Ratio available at 65%
- Allowing for minimum eligible lives down to 50 for Target Markets

TARGET MARKETS

When prospecting for Executive Disability Income Insurance consider these industries as prime targets:

INDUSTRY	SIC Codes Beginning With
Corporate Executives in most Industries	Various
Legal Services	81
Engineering Services	87
Architecture Firms	87
Commercial Physical and Biological Research	87
High Tech/Computer Software Development	73
Advertising	73
Accounting, Auditing, and Bookkeeping Services	87
Traditional Financial Services/ Depository Institutions	60
Pharmaceutical Preparations	28

EMPLOYER SPONSORED GSI OPPORTUNITIES:

Case Selection, Criteria guide for case submissions

Factor	Employer Paid	Employee Paid
# of Eligible Lives	5+	50+ Target Market 75+ All Other Markets*
Participation	100%	30%
Occupation Classes ¹	5-9 Lives – 100% 5A/4A and will require LTD 10-19 Lives – 75% 5A/4A 20+ Lives – Mix	Occupation class mix 5A/4A/3A
Average Age	Less than 50	Less than 50
PECL Required?	5-20 Lives – No but may be recommended 20+ Lives – No	No
Incomes	\$100K+	\$100K+
Bonus Calculation	Simplified Bonus Calculation: <ul style="list-style-type: none"> • Avg 2 years of variable comp • One year of variable comp at 75%, 100% Considered for Employer Paid 	Simplified Bonus Calculation: <ul style="list-style-type: none"> • Avg 2 years of variable comp • One year of variable comp at 75%
Group LTD Required?	No	Yes
Replacement Ratio ²	80% – Taxable 75% – Taxable 65% – Non-Taxable 60% – Non-Taxable	60% – Non-Taxable (Less gross or net LTD) 65% – Non-Taxable (Less gross or net LTD) 75% – Non-Taxable (Less gross LTD when the LTD is taxable)

* Although we can have a mix of occupations for employer paid cases with 20 or more lives, having a higher concentration of lower occupation classes may drive the group to have a lower GSI offer. For employee paid cases with 75+ lives, we can include 5P, 4P and 3P occupation classes, but groups must have <35% census exposure on 3P Occupation Classification.

¹ Although we can have a mix of occupations for employer paid cases with 20 or more lives, having a higher concentration of lower occupation classes may drive the group to have a lower GSI offer.

² The Plan design Replacement Ratios listed above are our standard options. Other replacement ratios can be considered and would be evaluated on a case-by-case basis.

- Class Eligibility – the eligible class must be objective and clearly defined. The employer cannot pick who they want to cover.
- Plan Options are available with a wide array of riders
- State Availability – MaxElect 13 approved in all states except CA, CT, DE, DC, FL, MT, ND, SD, State specific contract in NY; MaxElect 12, Available in CT, DE, DC, MT, ND, SD; MaxElect 07, Available in FL; Radius 12, Available in CA

