



MassMutual

Group Insurance Proposal for INVO PEO LLC

Group Whole Life Insurance

MassMutual

MassMutual has the products and resources you need to foster a work environment where people feel more confident about their financial future. Our experience in worksite financial wellness enables you to provide your Employees with stress-free access to flexible solutions and educational tools that can help them build a secure financial future and protect what matters most.

A trusted leader

MassMutual® has been helping people build better financial futures since 1851. Our financial strength ratings are among the highest of any company in any industry.

As a mutual company, we do not have shareholders. The company is managed with the long-term interests of our customers firmly in mind. We are a recognized leader in workplace solutions, and are committed to helping you do more for your Employees. We pride ourselves on educating American workers to make smarter financial protection choices.

Strength and stability

A.M. Best	A++
Fitch Ratings	AA+
Moody's Investors Service	Aa3
Standard & Poor's	AA+

Financial strength ratings are as of 2/25/2026. Ratings are for Massachusetts Mutual Life Insurance Company (MassMutual) (Springfield, MA 01111-0001) and its subsidiaries, C.M. Life Insurance Co. and MML Bay State Life Insurance Co. (Enfield, CT 06082). Ratings are subject to change.

Group Whole Life Insurance at a Glance

Our Group Whole life insurance provides smart, convenient protection that also helps you achieve your financial goals.

REASONS TO CONSIDER :

MassMutual@WORK Group Whole Life Insurance provides coverage at a set premium, builds cash value over time that your Employees can borrow from¹ and pays a death benefit. Group Whole Life Insurance may be easier and more affordable than you think.

- **Provides guarantees:**

- Guaranteed death benefit
- Guaranteed level premiums
- Guaranteed cash-value accumulation

- **Dividend eligible²**

MassMutual@WORK Group Whole Life certificate owners are eligible to receive dividends. During enrollment, they'll have the opportunity to select the dividend option that fits them best. Options include:

- Cash
- Dividend accumulations
- Paid-up additional insurance

While dividends are not guaranteed, MassMutual® has paid them to eligible participating policyowners every year since 1869.

- **Portable, lifelong coverage**

Employees own the certificate along with the accumulated cash values and they can take it with them even if they leave the company. Additionally, if they leave the company and take their certificate with them, they can change their dividend option and choose to have their dividend payments reduce their premiums.

- **Tax advantages**

Whole life insurance policies offer a combination of valuable tax advantages, including:

- Generally income-tax-free death benefit
- Tax-deferred cash-value growth

- **Accelerated Death Benefit Provisions**

Certificate owners, 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.

- **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.
- **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.

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 from the Chronic Care Benefit. A tax advisor should be consulted regarding a request for accelerated benefits.

[1] Access to cash values through borrowing or partial surrenders will reduce the certificate's cash value and death benefit, increase the chance the certificate will lapse, and may result in a tax liability if the policy terminates before the death of the insured.

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

Reducing the stress of chronic illness

MassMutual group life insurance products have a Chronic Care Benefit feature, automatically available on all new and existing group life insurance certificates. The Chronic Care Benefit gives your Employees the ability to accelerate a portion of their death benefit that is paid in a lump sum.^[5, 6] This benefit can help deal with the additional costs that being Chronically Ill can bring on. It is available at no additional cost to you – and your Employees pay a fee only if they use the benefit. This accelerated benefit is neither long-term care insurance nor nursing-home care insurance, and may be used for any purpose.

A Qualified Medical Practitioner must certify that the insured is Chronically Ill, meaning he or she:

- Is permanently unable to perform, without substantial assistance, at least two (2) Activities of Daily Living (eating, toileting, transferring, bathing, dressing, and continence) due to loss of functional capacity.
- Requires substantial supervision to protect the insured from threats to health or safety due to permanent Severe Cognitive Impairment.

Meet Charles

- Charles is 44 years old when he purchases a \$50,000 Group Whole Life certificate with the Chronic Care Benefit through his employer for a weekly premium of 18.93.
- Fifteen years later, Charles is certified as being Chronically Ill and exercises the Chronic Care Benefit.
- The Eligible Amount available for acceleration is \$37,500 (75% of death benefit).
- At 59 years old, the Present Value Fee for exercising the benefit is 18% (\$6,750).^[7]
- A \$30,750 benefit is paid to Charles.
- Charles modifies his bathroom and adds a ramp to his house and even has money left over.
- The remainder of his Group Whole Life certificate – \$12,500 – stays in-force and the weekly premium is reduced from \$18.93 to \$5.42.

Here is how Charles's benefit is calculated:

75% of face amount	\$37,500
- 18% Actuarial Reduction	(\$6,750)
= Eligible Chronic Care benefit	\$30,750
There are no paid-up additions*, certificate debt, or unpaid premiums.	

* If the paid-up additions dividend option is chosen, annual dividends are used to purchase paid-up additional insurance. Paid-up additions add to the certificate's death benefit and total cash value. If this option is chosen, the additional insurance will also receive dividends. **In this example, Charles did not choose the paid-up addition option. If he had accumulated paid up additions, the Eligible Amount for the Chronic Care benefit would be greater.**

Dividends are not guaranteed. Certificate owners are eligible to begin receiving dividends beginning on the 2nd certificate anniversary.

^[5] The payment of the Chronic Care Benefit will reduce the certificate's death benefit and any cash value. The certificate's premium payments will then be based on the reduced amount of insurance and the rates in effect for the certificate. There is no premium required for this benefit, however, there is a fee if the provision is exercised.

(Additional footnotes continued on next page.)

[6] The acceleration of the death benefit is intended to be tax advantaged under §101(g) of the Internal Revenue Code. The Employee must be chronically ill, as defined in 26 USC 7702B. Certificateowners should seek tax advice from their tax advisor regarding an acceleration of their death benefit. Receipt of accelerated death benefits may be taxable.

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.

[7] 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 Employee'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.

The power of the dividend

- As a mutual life insurance company, Massachusetts Mutual Life Insurance Company (MassMutual®) does not have shareholders. Instead, the company operates for the benefit of its participating policyowners, certificateowners, and members. As a result, MassMutual's participating whole life policy/certificateowners are eligible to receive annual dividends. Dividends are determined annually and are subject to change.
- Although dividends are not guaranteed, MassMutual has paid dividends every year since 1869.
- MassMutual Group Whole Life certificates are eligible to receive dividends beginning on the second anniversary.
- The potential for dividends are an added benefit to an Employee's whole life policy on top of the protection it provides. A participating whole life policy could yield hundreds of dollars in dividends over time, unlike a non-participating policy.

Dividends payable in 2025⁸

- \$50,000 Face Amount
- 50-year-old male, non-smoker
- No additional riders and purchased in year listed

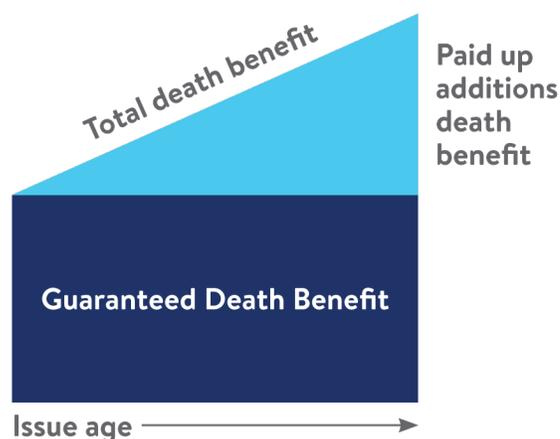
Year purchased	Dividends paid in 2024	Paid Up Additions added to Death Benefit
2024	\$0	\$0
2023	\$63	\$188
2022	\$106	\$309
2021	\$253	\$760
2020	\$308	\$1,009
2019	\$231	\$618

Whole Life policy with paid up additions

MassMutual group whole life certificate owners may receive their dividends in cash or choose an alternate dividend option from the following:

- Leave on deposit to accumulate interest
- Purchase paid-up additional whole life insurance (PUAs)

The PUA dividend option is by far the most common among MassMutual's certificate owners. Using dividends to purchase paid-up additional whole life insurance will increase the total death benefit and cash value over time. The additional insurance will also be eligible to receive dividends. Additionally, if employees leave the company and take the certificate with them, they can change their dividend option and choose to have their dividend payments reduce their premiums.



⁸The chart reflects the dividend paid in 2022 based on the MassMutual Group Whole Life certificate purchased in the calendar year noted on the chart's legend. This information represents an actual policy dividend paid in 2022. Actual dividend amounts received will vary based on the dividend schedule at the time of receipt, and certain certificate criteria such as gender, underwriting class, face amount, premium amount and length of time the certificate is in force.

Disclosures

LIFE INSURANCE DISCLOSURES

Important Information:

Exclusions and limitations may apply. Provisions may vary or be unavailable in some states. See the actual policy or your MassMutual representative for specific provisions and details of availability.

Group Whole Life Insurance (GPWL), (policy/certificate forms MM-GPWL-2014 and MM-GCWL-2014, and MM-GPWL-2014 (NC) and MM-GCWL-2014 (NC) in North Carolina), is level-premium, participating permanent life insurance. The GPWL policy and GCWL certificates are issued by Massachusetts Mutual Life Insurance Company (MassMutual), Springfield, MA 01111-0001.



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