

Unum/Provident L&A

Side-by-Side Product Comparison – Individual Disability Income Insurance

Unum 850 based on contract filing and not market information.

	Massachusetts Mutual Life Insurance Company	Provident L&A
Form #	ICC13XLSME (MaxElect 13)*	ICC18-850
Underwriting	Guaranteed Standard Issue Minimum Case Size: Executive ER pay: 5 lives; Executive EE pay: 50 lives	Guaranteed Standard Issue Minimum Case Size: ER pay: 5 lives; EE pay: 50 lives
Participating Policy	Yes. Dividends may become payable (if available) beginning at the end of year 5 (year 6 for PR). Dividends are paid in cash and are not guaranteed. Dividends are not illustrated.	No
Renewability	If the policy is issued between ages 18-64 the contract will be non-cancellable until the policy anniversary on, or next following, the insured's 65th birthday. Thereafter the policy becomes conditionally renewable, the riders terminate and the benefit period becomes 2 years. If the policy is issued between ages 65+ the contract will be conditionally renewable from its inception	Non-cancellable and guaranteed renewable to age 65, age 67, or age 68 with no change in premium rates up to the Guarantee Date After the Guarantee Date is reached premiums are subject to change
Issue Ages	18-80	18-70
Waiting/Elimination Periods	60, 90, 180, 365 & 730 days	90, 180, 365 & 730 days
Benefit Periods	Ages 18-64: 2, 5, 10 years, To Age 65, to Age 67 Ages 65-80: 24 month payout; no riders; attained age rates; no amendments needed to continue coverage as coverage will continue as long as insured is actively at work at least 20 hours per week and not disabled and premiums are paid	2 or 5 years, To Age 65, To Age 67, to Age 70
Definition of Total Disability	Built in. Cannot perform the main duties of his/her occupation, is not working at any occupation, and is under a doctor's care. Total Disability with Own Occupation Rider at additional cost. Provides a monthly benefit if due to a disability the insured cannot perform the main duties of his/her occupation and is working in another occupation. The insured must be under a doctor's care. No occupation specialty language included.	Built in. Total disability is defined as the inability to perform the material and substantial duties of the insured's regular occupation during the first two years (24 months) of disability and thereafter the inability to perform the material and substantial duties of any occupation for which the insured is reasonably suited by education, training and experience, all while not engaged in any other occupation. Your Occupation Full Benefit Period: at additional cost. Extends the 'own occupation' definition of disability for the full base plan benefit period.

**FOR FINANCIAL PROFESSIONALS. NOT FOR USE WITH THE PUBLIC.
NOT FOR USE IN CA, CT, DE, DC, FL, MT, ND, AND SD.**

* State Availability – MaxElect 13 is approved in all states except CA, CT, DE, DC, FL, MT, ND and SD. MaxElect 12 is available in CT, DE, DC, MT, ND, SD; MaxElect 07 in FL; and Radius 12 in CA. Please contact your local MassMutual® representative to learn more about Guaranteed Standard Issue products in those states.

This comparison represents some, but not all, contractual provisions; State variations will apply; Occ Class variations may apply. Refer to actual contract for details.

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	MassMutual: MaxElect 13	Unum/Provident: 850
Partial/Residual Disability	<p>The Extended Partial Disability Benefits Rider offered at additional cost. During the first 6 months, insured has a reduced capacity to perform his/her occupation and suffers:</p> <ul style="list-style-type: none"> • A minimum 15% loss of income; or • A minimum 15% loss of time (i.e. can perform all the main duties of his/her occupation but for no more than 85% of the time they were collectively performed just prior to the start of disability); or • Cannot perform 1 or more main duty <p>After 6 months of partial disability, a 15% loss of income due to diminished capacity is required.</p> <p>During the first 12 months of disability benefits,</p> <ul style="list-style-type: none"> • The monthly payment is 50% of the Extended Partial Disability Monthly Benefit or the amount of the actual loss, whichever is greater. • Full benefit will be paid if loss is greater than 75%. <p>After 12 months, benefits are proportionate to the loss of income, or if greater than 75%, full benefit will be paid.</p> <p>Maximum Benefit Period: Same as base.</p>	<p>Residual Disability Benefit Built in the base contract. Insured returns to work:</p> <ul style="list-style-type: none"> • Is unable to perform one or more of the duties of their occupation; and • Suffers a minimum 20% loss of income. <p>Residual benefits are payable for 2 years under the base contract.</p> <p>At the start of a residual disability, a three month Work Incentive Benefit (WIB) period applies, the residual benefit amount is based on: Prior earnings minus monthly earnings.</p> <p>After the WIB the residual benefit is based on: loss of earnings/prior earning x the monthly benefit amount.</p> <p>Enhanced Residual Disability Benefit Rider, at additional cost. Extends the residual benefit period for the entire base plan benefit period.</p> <p>Total Only Coverage: Residual benefits may be removed from the base policy and a lower premium is charged.</p>
Pre-Disability Income	<p>Calculation: The greatest of the average monthly income of last 12 or 24 months, or highest 24 consecutive out of 60 months.</p> <p>Indexing: CPI-based; 3% minimum.</p>	<p>Calculation: The greatest of last 12 months earning or highest fiscal year out of the last 2.</p> <p>Indexing: CPI-based; 2% minimum, 10% maximum.</p>
Recovery Benefit	<p>Extended Partial Disability Benefits Rider at additional cost. Benefit is paid after insured returns to work full-time and has an income loss of at least 15% as a result of the disability.</p> <p>Maximum Benefit Period: Same as base.</p>	<p>Enhanced Residual Disability Benefit Rider, at additional cost. Provides for a proportional payment if a loss of income continues after the insured has fully recovered for the disability and returned to work full time in their regular occupation. Optional benefit periods are 6 months, 1 year, 2 years, 3 years, or the entire base plan benefit period.</p>

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Presumptive Disability	<p>Built in. Insured is presumptively totally disabled when sickness or injury causes a complete loss of speech, hearing in both ears, sight in both eyes, use of both hands, use of both feet, or use of one hand and one foot. While the policy is in-force, if the insured suffers a presumptive disability and is under a doctor's care, then full Total Disability Benefit will be paid following the waiting period for Total Disability.</p> <p>If insured suffers a presumptive disability and is under a doctor's care, total disability benefits will be paid following the waiting period. If the presumptive disability is deemed complete and irrecoverable, we will waive the requirement of doctor's care, waiting period and requirement that insured is not working.</p>	<p>Built in. Due to injury or sickness the insured suffers total and permanent loss of speech, hearing in both ears, sight in both eyes, use of both arms, both legs, or one arm and one leg. Elimination period is waived if presumptively disabled.</p>
Recurrent Disability	<p>Built in. Due to the same or related cause and occurs within 12 months of the prior disability (6 months if BP is less than To Age 65). No new elimination period is required.</p>	<p>Built in. Due to the same or related cause and occurs within 6 months of the prior disability. No new elimination period is required.</p>
Waiver of Premium	<p>Built in. After 90 days and for as long as insured remains disabled. Premiums paid during that 90-day period will be refunded.</p>	<p>Built in. After 90 days and for as long as insured remains disabled. Premiums paid during that 90-day period will be refunded.</p>
Cost of Living	<p>Cost of Living Adjustment Rider additional cost. 3% compound; no cap; increased benefits can be purchased upon recovery.</p>	<p>CPI COLA Rider additional cost. CPI-based compound; 2% - 7% compound per year; no cap; increased benefits can be purchased upon recovery.</p> <p>COLA Rider Fixed 3% additional cost. 3% compound per year; no cap; increased benefits can be purchased upon recovery.</p> <p>COLA Rider Two Year Deferred Fixed 3% additional cost. COLA begin after two years of disability payments. 3% compound per year; no cap; increased benefits can be purchased upon recovery.</p>
Benefit Indexing	<p>Coverage increases with Simplified Underwriting. Built in. No additional cost. Increases available through employer's arrangement with us provided: Actively at work and qualify financially based on Insured's income and our published underwriting limits.</p>	<p>Update Increase Benefit Rider. No additional cost. This rider provides scheduled increases in the base coverage at attained age premiums without evidence of insurability for up to a 5 year period. The insured may refuse to accept any increase.</p>

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Future Insurability Option	<p>Future Insurability Option Rider – at additional cost. This rider provides the opportunity to obtain an additional amount of coverage from time to time without proof of your good health other than proof you are not disabled. Increased coverage may be applied for during each option period. The last option must be exercised on or before your 60th birthday. Increases are postponed during a period of disability.</p> <p>We will then determine the total amount of additional benefits available for each Coverage based on Our Published Underwriting Limits and all disability income benefits in force or applied for, for the Insured.</p>	<p>Right to Purchase Increase Benefit Rider (RPI), at additional cost. Allows the insured to increase coverage amounts every year subject to financial underwriting only.</p>
Future Purchase Option	Not Available	Not Available
Mental/Nervous/ Substance Abuse	<p>Built in. Benefit period is 24 months per occurrence; no aggregate lifetime limit.</p> <p>Maximum Benefit Period Endorsement additional cost. Limitation can be waived to remove the limitation</p>	<p>24 month lifetime limit; benefit period may be extended to 60 months at additional cost.</p>
Exclusions/Limitations	<ol style="list-style-type: none"> 1. Incarceration 2. War or while in the armed forces 3. Sustained while participating in a riot or insurrection 4. Intentional self-inflicted injury 5. Sustained while committing a felony or engaged in an illegal occupation 6. That results from, or is contributed to, by a disease, disorder or physical condition that was excluded as a result of the underwriting process by name or specific description <p>Pre-Existing Condition Limitation built in. May be removed with endorsement and additional cost.</p>	<ol style="list-style-type: none"> 1. Participating in war or any act of war, whether declared or undeclared; 2. Committing or attempting to commit a felony; 3. Being engaged in an illegal occupation; 4. Injuring oneself intentionally or attempting or committing suicide, whether sane or not; or 5. Any loss We have excluded by name or specific description (any such Exclusion will appear in the Disability Income Highlights) <p>No benefits will be paid nor will premiums be waived during any period of legal incarceration or legal detainment in a penal or correctional institution of more than 7 days.</p> <p>Pre-existing condition limitation endorsement may be added for reduced risk and cost.</p>

Other Features & Riders

	MassMutual: MaxElect 13	Unum/Provident: 850
Benefits Suspension for Military Unemployment	Built in for Military suspension. Unemployment suspension not available	Built in
Catastrophic Disability Benefit Rider	Available at additional cost	Available at additional cost
Group Supplement Rider	Available at additional cost. Provides partial disability benefit to supplement group benefit provided by an employer.	Not Available
Long Term Disability Insurability Option Benefit Rider (LTD)	Not Available	Available at additional cost. May purchase additional coverage GI in the event they lose GLTD coverage.
Rehabilitation Benefit	Built in	Built in
Right to Apply For Additional Monthly Benefit	Built in	Additional Monthly Benefit Rider(AMB) or Additional Annual Benefit Rider (AAB): Available at additional cost.
RetireGuard Rider	Available at additional cost	Not Available
Serious Illness Benefit	Not Available	Available at additional cost. Provides an additional lump sum payment if the disability is caused by heart attack, cancer or stroke.
Short Term Riders	Not Available	Not Available
Social Insurance Rider	Not Available	Available at additional cost
Student Loan Rider	Not Available	Available at additional cost
Survivor Benefit	Not Available	Built in. At time of death pays 3x basic monthly benefit

MASSMUTUAL MAXELECT 13: KEY POINTS OF DIFFERENTIATION

- MaxElect policies are **participating**, which means dividends may be payable, although not guaranteed.
- MaxElect base policy **definition of total disability** provides coverage in the insured's **own occupation** for the length of the benefit period.
- MaxElect has a strong **partial/residual**, offered through the Extended Partial Disability Benefits Rider. There are 3 ways to qualify as partially disabled; minimum 50% benefit payable for first 12 months (the actual dollar amount of loss is payable if higher); 3 options for determining pre-disability income, going back up to 60 months; indexing has a 3% minimum guarantee; the recovery benefit can be payable up to maximum benefit period.
- MaxElect **presumptive total disability** provision does not require the loss to be permanent and irrecoverable for total disability benefits to be paid after the waiting period and continue until the end of the maximum benefit period.
- MaxElect **recurrent disability** is defined as occurring within 12 months of a prior related disability (if BP is not less than To Age 65).
- MaxElect **Mental/Nervous/ Substance Abuse** benefit period limitation is per occurrence vs lifetime
- MaxElect offers a **Group Supplement Rider** that provides for additional return-to-work benefits in a partial disability scenario.
- MaxElect offers a **RetireGuard Rider** to help protect one's ability to save for retirement.

A variety of publicly available sources we believe are accurate were used in compiling the summary, and in some cases interpretation was required. Information is accurate as of July 2024. For more information on the MaxElect 13 policy, please contact your local MassMutual representative.

MaxElect (Policy Form XLS-ME-13 et al.; and ICC13XLSME in certain states including North Carolina) is issued by Massachusetts Mutual Life Insurance Company, Springfield, MA 01111-0001.

