

MASSMUTUAL PRODUCTS

SALES AND COMPENSATION

How Does MassMutual Compensate for Product Sales

Financial Professionals representing MassMutual (agents and brokers) generally work with you to:

- Understand your current situation and determine your specific needs,
- Create a personalized strategy,
- Execute transactions and, most importantly,
- Maintain a long-term relationship to help you realize your dreams.

We provide a variety of products and services designed to help you solve today's problems and to prepare for the future. As discussed below, there are several ways in which we compensate agents and brokers for the placement of insurance, on your behalf, with MassMutual. The amount of compensation MassMutual pays for the products will likely be different from the amount other insurers pay for the sale of non-MassMutual products you may purchase.

The primary component of this compensation is a commission, which is calculated based on detailed commission schedules. Generally, a commission is determined by applying a certain percentage rate (which vary based on the product type) to the premium, deposit, or asset value of the product(s) you purchase. The commission paid for the placement of insurance is typically larger in the first year than it is in subsequent years.

Agents and brokers who are contracted directly with a General Agent of MassMutual may also be eligible for allowances, rewards, recognition, trips, bonuses and/or other incentives if the agent or broker satisfies certain requirements, which may include satisfying a minimum sales requirement in a specified time period. If the financial professional is a career agent of MassMutual (meaning, their principal business activity is selling insurance products primarily for MassMutual), the financial professional will also be eligible for MassMutual's health and welfare benefits (including retirement, medical, and dental benefits) if they maintain their contract by meeting minimum sales thresholds of MassMutual annuity and insurance products.

In some cases, the financial professionals selling MassMutual's products are brokers associated with unaffiliated firms (such as broker-dealers or insurance agencies) that have selling agreements with MassMutual and our broker-dealer ("selling firms"). In these cases, MassMutual or our broker-dealer pays the commission, allowances, bonuses and/or other incentives to the selling firm, who then compensates their financial professionals. The selling firm will often provide disclosure with additional information on how it compensates its financial professionals. A broker may also have a broker agreement directly with MassMutual for the sale of fixed insurance product. In these cases, MassMutual may pay commission directly to the broker. For certain selling firms, we make additional commission payments in the form of asset-based payments and sales-based payments in order to participate in the selling firm's preferred provider programs or marketing support programs. Additional commissions and/or overrides may also be paid to broker-dealer selling firms providing wholesaling services (such as providing sales support and training on our products).