

Company Memorandum 2026-005

Date: Jan. 31, 2026

x	Massachusetts Mutual Life Insurance Company
x	C.M. Life Insurance Company
x	MML Bay State Life Insurance Company
	MML Investors Services

TO: All representatives

FROM: MassMutual BP&AD and MassMutual Financial Advisors

TOPIC: Minimum Production Requirements for Career Agent Contract and Subsidized Benefits Qualification

EFFECTIVE: Jan. 1, 2026

REPLACES: Company Memorandum 2025-023 (Oct 2, 2025)

DISCARD AFTER: Hold indefinitely

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Summary This memorandum describes the minimum production requirements for the Career Agent Contract for 2026. Weighted LADL (WLADL) is the production metric for contract validation. As discussed further below, we have added in experience coding for non-financed career agents with prior MassMutual experience. The program will be monitored throughout the year to determine whether changes are required to be made to comply with applicable regulatory requirements.

Minimum Production Requirements

Except as outlined below, the standard minimum production requirement to maintain a career contract for 2027, based on the 2026 production year, is:

- \$38,000 of Weighted LADL¹

Please see the chart in Attachment A for further details on product weighting for the WLADL Requirement.

In addition, all career agents² must satisfy the minimum production requirement to (1) qualify for subsidized medical, dental, disability income and life insurance coverage, (2) be eligible to make contributions toward health and welfare coverage on a before-tax basis, and (3) enroll in the Company health care flexible spending account ("HCFA") and dependent care flexible spending account

¹ Life (includes traditional permanent up to target and excess, Worksite WL, SPLR and UL/VUL Excess), DI, LTC Access Rider, T1 and T2 Annuities. Annuity years 2-6 will be weighted at 100%. Excludes MMLIS, MMLIA, and MM Private Wealth & Trust.

² For purposes of this company memo only, "career agent" means any agent holding a Career Agent Contract. Career Agent Contract includes the following contract types: X2X and X4X. Career agents are independent contractors. Career agents who satisfy the minimum production requirement are eligible for certain benefits that are made available under special provisions of the Internal Revenue Code applicable to certain full-time life insurance sales agents.

("DCFSA"). Eligibility is determined based on commission year production. If a career agent's 2026 production meets the eligibility requirement, then the career agent will be eligible for subsidized health and welfare benefits during the period from April 1, 2027, to March 31, 2028, and will be eligible to make contributions for coverage on a before-tax basis and participate in the Company's HCFSA and DCFSA during calendar year 2027.

Career agents on versions II, III, and IV of the Career Agent Contract are not required to satisfy the requirements described in this memorandum to maintain a Career Agent Contract. These agents, however, must satisfy the minimum production requirement during commission year 2026 to be eligible for subsidized health and welfare benefits from April 1, 2027, to March 31, 2028, and make contributions for coverage on a before-tax basis and participate in the Company's HCFSA and DCFSA during calendar year 2027. The minimum levels of production required will depend on an agent's pre-MassMutual experience, and the year and quarter contracted.

Inexperienced Non-Financed Career Agents

Career agents who are not financed and have fewer than three years of pre-MassMutual insurance sales experience at the time they execute a career contract are considered inexperienced agents for purposes of determining their minimum production requirement. Career agents meeting these criteria must satisfy the applicable minimum production requirement shown in the table below based on the newly contracted year and quarter.

2026 Inexperienced Non-Financed WLADL Requirement					
Newly Contracted Year/Quarter	2026	2025	2024	2023	2022 & Prior
4th Quarter	\$0	\$12,500	\$21,000	\$32,500	\$38,000
3rd Quarter	\$4,000	\$14,500	\$23,000	\$32,500	\$38,000
2nd Quarter	\$7,500	\$16,500	\$25,000	\$32,500	\$38,000
1st Quarter	\$11,000	\$19,000	\$27,000	\$32,500	\$38,000

Experienced Non-Financed Career Agents

Career agents who are not financed and have three years or more of pre-MassMutual insurance sales experience at the time they execute a career contract are considered experienced agents for purposes of determining their minimum production requirement. Career agents meeting these criteria must satisfy the applicable minimum production requirement shown in the table below based on the newly contracted year and quarter.

2026 Experienced Non-Financed WLADL Requirement		
Newly Contracted Year/Quarter	2026	2025 & Prior
4th Quarter	\$0	\$38,000
3rd Quarter	\$9,500	\$38,000
2nd Quarter	\$19,000	\$38,000
1st Quarter	\$28,500	\$38,000

Experience Coding

Determining whether a career agent is inexperienced or experienced will be determined by the career agent's insurance experience (*i.e.*, not counting any broker-dealer or investment advisory experience) within the past continuous five-year period as measured from the career contract effective date.

Time under any of the MassMutual contracts set forth below in the past continuous five-year period as measured from the career contract effective date will be counted toward the determination of experience level at the following percentage of time based on their prior contract type:

MassMutual Experience Coding Chart	
Contract Type:	Percentage:
Career Agent	100%
Alternate Agent	50%
Career Sampling	25%
College Intern	10%
Individual Broker	10%
Member of Corporation	10%

Financed Career Agents

Career agents participating under a company financing plan and suspended less than 91 days consecutively at commission close year-end 2026, or who satisfactorily completed financing on or after July 1, 2026, are exempt from the 2026 minimum production requirements. Career agents participating under a company financing plan are subject to the minimum production requirements in the applicable section above based on experience if the financed agent meets one of the following criteria:

- Terminated from the financing plan on or before December 16, 2026; or
- Is suspended from financing on or before September 16, 2026, due to not meeting the minimum financing validation requirements.

If an agent has been suspended from a financing plan for more than 90 days at commission close year-end 2026 and is not validating the financing plan requirement, the agent must meet the applicable Career Agent Contract minimum production requirement to retain an active Career Agent Contract.

Reinstatement to financing does not reinstate subsidized benefits. Advisors who are reinstated to financing must meet their Career Agent Contract minimum production requirement to prospectively reinstate subsidized benefits.

Financed status does not change experience classification as the requirements are separate; therefore, an experienced agent (per the definition above) could qualify for financing and would then be subject to the experienced agent requirements above when coming off a financing plan.

Disabled Career Agents

Please refer to the most recent Company Memorandum for contract and benefit production requirements for disabled agents.

Career conversion to AAC Contract

Career agents who class change to Alternate Agent Contract ("AAC") after the last commission close in December 2026 through January 31, 2027 will be reviewed to determine whether the agent satisfied the career agent minimum production requirement. If the agent did not meet the career agent or alternate agent minimum production requirement and is not eligible to take a 1 in 5, then the agent's AAC may be terminated.

Terminated Career to Broker Contract - MMLIS

Career agents whose Career Agent Contract is terminated for lack of production and sign a Broker Contract will also have their MMLIS registration terminated at that time.

Re-Contracted Brokers or AACs

Career agents whose Career Agent Contract is terminated for lack of production, sign a Broker Contract or Alternate Agent Contract ("AAC"), and subsequently wish to re-contract as a career agent must first meet the full Career Agent Contract minimum production requirement for 2026 (\$38,000 of Weighted LADL) while under the Broker or AAC Contract in a calendar year within the next two years. Once re-contracted as a career agent, the agent must then satisfy the inexperienced or experienced Career Agent Contract minimum production requirement for their Career Agent Contract (in that same year) based on the quarter they are reinstated back to their Career Agent Contract. Commissions secured under the Broker or AAC Contract will not count toward the 2026 WLADL minimum production requirement once the agent has been reinstated back to a Career Agent Contract. The general agent/general manager must request reactivation through Advisor Operations.

Sales Manager

Sales managers and career agents who were sales managers at any point during 2026 must refer to the most recent Company Memorandum for sales managers' minimum production requirements.

Options When Missing Production Requirements

1. 1-in-5 Rule ("1-in-5")

Career agents who fail to meet the minimum production requirements in 2026 may be allowed to retain their career contract in 2027 by using the 1-in-5, if eligible. If the 1-in-5 is used, the career agent generally will not be eligible for subsidized benefits between April 1, 2027, and March 31, 2028. To be eligible for the 1-in-5, such agents must produce at least 50% of their WLADL requirement and cannot have used the 1-in-5 during the past 5 years. The general agent/ general manager will be notified of agents who qualify for the 1-in-5 in the January 2027 contract non-qualifier letter. Advisor Operations will assume the general agent/ general manager wants to use the 1-in-5 consideration for the career agent and will proceed accordingly. **The general agent/ general manager will inform the career agent in writing that his/her benefits will be unsubsidized beginning April 1, 2027.** If the general agent/ general manager does not wish the career agent to use the 1-in-5, the firm must complete the Off Boarding process in Compass and complete the Field Termination/Modification Form (FR1162). Termination effective dates must be a current or future date. Backdated terminations are not permitted and will not be processed.

Note: The 1-in-5 is available only to allow the career agent to retain the career contract. It does not provide eligibility for subsidized before-tax benefits or waive the requirements of any other programs that require validation of an agent's minimum requirements, such as Detached Office Allowance, QBIC, or conference qualification.

For career agents using the 1-in-5 to retain a career contract in 2027, subsidized benefits and before-tax treatment (if applicable) will end March 31, 2027, or on the date the career contract is terminated, if sooner. The career agent's benefits will transition to unsubsidized benefits on an after-

tax basis beginning on April 1, 2027 and any participation in the HCFSA and DCFSA will be terminated on December 31, 2026. Impacted career agents will receive a notification by company email with information about how to change or update their benefits due to the loss of benefit subsidies. The agent may prospectively requalify for subsidized benefits on a before-tax basis during the 2027 commission year if the full 2027 minimum production requirement is met during the year. The Company will determine on a weekly basis whether the 2027 minimum production requirement has been met. Subsidized benefits will begin as of the first day of the next month following the date on which the qualification requirement is met. No retroactive adjustments to benefit subsidy payments will be made. Requalifying career agents cannot enroll in the HCFSA or the DCFSA until the next annual enrollment period for coverage that begins the following January 1st.

2. Transition to AAC by using the '1 in 5' or meeting AAC contract minimum

Career agents who fail to meet the minimum production requirements in 2026 may be allowed to transition to the Alternate Agent Contract (AAC) by hitting the full AAC GDC equivalent production requirement or by using the 1-in-5, if eligible. To be eligible for the 1-in-5, such agents must produce at least 50% of their WLADL requirement or 50% of the AAC GDC equivalent requirement and cannot have used the 1-in-5 during the past 5 years. The general agent/ general manager will be notified of agents who qualify for the 1-in-5 in the January 2027 contract non-qualifier letter.

3. Service & Inforce exception

Career agents between ages 55 and 59 with at least 20 years of career contract service who fail to meet the minimum production requirements for 2026 may qualify for an exception to retain their career contract in 2027 and receive subsidized benefits between April 1, 2027, and March 31, 2028. A career agent qualifying for this exception will also be eligible to pay for benefits on a pretax basis and participate in the HCFSA and DCFSA. An agent must meet the amount of life, tier 1 annuity, and disability income (LAD) indexed in-force premium, as of year-end, as stated below:

- Greater than or equal to \$1,000,000 of indexed in-force premium³ – This level will allow an eligible career agent to use this exception qualification every other year for a maximum of three occurrences between ages 55 – 59.

OR

- Greater than or equal to \$2,000,000 of indexed in-force premium⁴ – This level will allow an eligible career agent to use this exception qualification every year for a maximum of 5 occurrences between ages 55 – 59.

The general agent/ general manager must inform Advisor Operations if they wish to use this exception on behalf of the career agent. The general agent/ general manager should contact the firm's contract consultant in Advisor Operations for further details. This exception is not available in the calendar year that the agent turns age 60. Career agents reaching age 60 who do not meet contract requirements may be eligible for an Agent Emeritus Contract or Retired Broker Contract (See applicable Company Memorandum) as discussed below.

³ The indexed in-force premium is the premium measured for Exceptional Level of In-Force (ELIF) qualification. The Tier 1 LAD indexed in-force premium for an agent is available on Compass under My Practice>Tools>Advisor Recognition Inquiry click Launch and scroll down to ELIF.

⁴ The indexed in-force premium is the premium measured for Exceptional Level of In-Force (ELIF) qualification. The Tier 1 LAD indexed in-force premium for an agent is available on Compass under My Practice>Recognition >Advisor Recognition Inquiry click Launch and scroll down to ELIF.

4. Career Agents Eligible for Retirement

Career agents who are eligible to retire and are not meeting their minimum production requirements may, with the general agent/ general manager's consent, be eligible for an Agent Emeritus or Retired Broker Contract. Individuals on a retirement contract are not eligible for active career agent benefits, regardless of production. Eligible career agents who wish to elect a retirement contract (agent emeritus or retired broker), or who have questions about eligibility for either contract, or retirement options should contact their general agent/ general manager or refer to the applicable Agent Emeritus Contract company memorandum located on Compass. Career agents who have questions about retiree benefits may contact Advisor Operations via email at AgentBenefitQuestions@MassMutual.com or by calling (800) 767-1000 Ext. 48850, 8 a.m.-6 p.m. ET on business days.

Benefit Subsidy

Career agents meeting the minimum production requirements described in this memorandum in commission year 2026 will be eligible to receive subsidized health, group disability (short-term disability and long-term disability), and group term life insurance coverage during the period from April 1, 2027 to March 31, 2028, and will be eligible to make contributions for such coverage on a pre-tax basis and enroll in the Company's HCFSA and DCFSA for calendar year 2027. Career agents who do not qualify for subsidized benefits for this period will not be eligible to elect HCFSA or DCFSA for the entire 2027 calendar year. Career agents on versions II, III, and IV of the Career Agent Contract are required to reach the requirements described in this memorandum to qualify for subsidized benefits.

Important: The Company will terminate benefits for non-payment of benefit premiums. All Home Office agent debt is separated into "benefit" and "non-benefit" categories. The Company will notify agents of their outstanding "benefit" debt (via @financialguide.com email address) to allow for payment of past due benefit premiums prior to the termination of benefits. Career agents whose benefits have been terminated due to non-payment are not eligible for COBRA continuation coverage and may not re-enroll in benefits for the remainder of the calendar year in which benefits are terminated due to unpaid benefits debt. The career agent will not be permitted to re-enroll in later years until all outstanding benefits debt has been paid. Career agents who have questions about this process may contact Advisor Operations by calling (800) 767-1000 Ext. 48850, 8 a.m.-6 p.m. ET on business days.

Enhanced Benefits

A career agent will be eligible for enhanced benefits from April 1, 2027, to March 31, 2028, if the career agent: (1) meets contract validation requirements for 2027 based on 2026 production and not through an exception (such as a 1-in-5); and (2) meets the Enhanced Benefit Production Threshold for 2027 based on the 2026 commission year. For 2026, the Enhanced Benefit Production Threshold is:

- \$88,000 AAA WCCs

A career agent who meets both the contract qualification and Enhanced Benefit Production Threshold requirements will be eligible to:

- Receive company-matching contributions in the MassMutual Thrift Plan (401(k)), the amount of which are determined based on the amount of the career agent's contributions.
- Participate in the MassMutual Agent Nonqualified Thrift Plan, subject to earnings requirements.
- For a closed group of career agents who had a qualifying active MassMutual contract on 12/31/2009, participate in the MassMutual Agent Nonqualified Supplemental Plan.
- Receive \$150,000 in Company-paid Group Variable Universal Life Insurance, subject to policy requirements and completing and submitting an application during the application period.
- Subject to additional eligibility qualifications, elect the Enhanced LTD Buy Up (see the summary plan description for details).

Please see the applicable plan documents for details about these plans.

DISCLAIMER

The benefit information in this memorandum is general information about MassMutual's benefit plans and should not be construed as confirmation of eligibility under any of the plans. MassMutual reserves the right to terminate, modify, amend, or suspend any of its benefit plans, programs and policies at any time and from time to time, with or without notice. In case of conflict between the information in this memorandum and the Plan terms, the Plan terms and documents shall govern.

Miscellaneous

Payments described in this Company Memorandum will be made only to the extent permitted by law or applicable regulations, including, but not limited to, New York laws or regulations. Any payments made that are inconsistent with such laws or regulations will become an obligation of the advisor to the Company and will be immediately due and payable to the Company. The Company may alter, discontinue or adjust the Program, or any of the Program's requirements or formulas used to calculate these payments, at any time at its discretion.

Attachment A

Contract Minimum Weighted LADL Grid

Product	Contract requirement (VLADL)
Life / single premium life rider (SPLR)	
Permanent (Up to Target and Excess), term, universal life (UL), survivorship universal life (SUL) first-year commission	100%
UL/SUL excess FYC	100%
Variable universal life (VUL) FYC	100%
VUL excess FYC	100%
CareChoice One/ Select FYC	100%
SPLR (ALIR, SIPR, LISR) FYC	100%
LTC Access Rider FYC	100%
Life renewal-year commission (RYC) / trails	0%
Worksite	
Group whole life FYC	100%
Group universal life, group critical illness & accident FYC	0%
Disability income (DI) FYC	
DI individual & worksite FYC	100%
Annuity - tier 1 (includes Transitions Select II, Index Summit 6 Pro, Index Frontier 7 Pro, Envision) ¹	
VA FYC	100%
VA RYC/trails years 2-6	100%
VA RYC/trails years 7+	0%
Annuity - tier 2 (includes RetireEase, RetireEase Choice, Odyssey Select, Stable Voyage, Premier Voyage, Capital Vantage, Index Horizons, MassMutual Ascend Fixed Annuities and Fixed-Indexed Annuities)	
VA FYC	100%
VA RYC/trails years 2-6	100%
VA RYC/trails years 7+	0%
FA FYC	100%
FA RYC/trails years 2-6	100%
FA RYC/trails years 7+	0%
Executive group life insurance	
Product sold on a group basis: Strategic group UL (SGUL) and Strategic group VUL (SGVUL) FYC per group	100%
Internal exchanges	0%
Additions to in-force policies/contracts	0%
Institutional insurance	
C.M. Life Electrum Select (COLI) FYC per policy or contract	100%
Strategic Life 20 & Strategic Life 21 (COLI) FYC per group	100%
Palladium Horizon (BOLI) FYC per policy or contract	100%
Internal exchanges	0%
Additions to in-force policies/contracts	0%
Broker Dealer - (GDC) Gross Dealer Concession	
Non-proprietary (non-prop) mutual fund deposits	0%
Proprietary (prop) & non-prop mutual fund 12b-1 fees (trails)	0%
MassMutual individual retirement account (IRA) deposits	0%
MassMutual IRA 12b-1 fees (trails)	0%
Non-prop variable annuity deposits / first-year trails	0%
Non-prop variable annuity renewal trails	0%
Non-prop group annuity deposits / first-year trails	0%
Non-prop group annuity renewal year deposits	0%
Non-prop group annuity renewal trails	0%
Non-prop variable life FYC / first-year trails	0%
Non-prop variable life RYC / renewal trails	0%
Corporate Registered Investment Advisor (CRIA) fees	0%
Stocks, bonds and other ²	0%
MM Private Wealth & Trust - paid through Broker Dealer grid	
MM Private Wealth & Trust referral fees	0%
MML Insurance Agency MMLIA	
FYC	0%
1. Commissions for annuitization on Closed Block Transition Select and Evolution products will not count toward contract validation and allowances/bonuses.	
2. Other includes certificates of deposit (CDs), options, over the counter, municipal bonds, commercial paper, treasuries, unit investment trusts (UITs) and direct participation products (e.g. limited partnerships, limited liability companies, and real estate investment trusts "REITs").	