

DI Underwriting – Restricted Stock Units

Restricted stock units (RSUs) are a form of compensation granting employees a certain number of shares of the company’s stock after a specified period of time. RSUs are considered taxable income when they become vested.

MassMutual incorporates a full two-year straight average of stock Restricted Stock Units (RSUs) included in the client’s W-2 wages as taxable income when calculating the client’s insurable income.

How the amount is determined

CONDITION	CALCULATION
RSU income of current year exceeds that of previous year	Calculate average of both years
RSU income of current year is lower than previous year	Use 100% of current year
Only current year RSU income is provided	Use 75% of the current year
No RSU income received in current year	No stock income will be added to income

MassMutual reserves the right to discontinue the underwriting program at any time.

Underwriting Requirements

- MassMutual will consider stock options/stock bonus/restricted stock income as insurable income when it is included in the client’s W-2 wages as taxable income.
- The employer plan must be in place for at least three years.
- Two years’ financials (prior year W-2 and current year paystub) are required.

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