

The Prudential Insurance Company of America

Colorado Family and Medical Leave Insurance (CO FMLI)

For Colorado employees of Exelixis, Inc.

Effective January 1, 2025

Eligibility and Effective Date of Coverage: Any Colorado employee who has earned at least \$2,500 for work performed in Colorado during the base period or alternative base period⁽¹⁾.

Amount of Benefit: Weekly benefits are paid as follows:

- 90% of your average weekly wage that is equal or less than 50% of the State Average Weekly Wage (SAWW)*

Plus

- 50% of the amount that exceeds 50% of the SAWW*

SAWW beginning July 1, 2024 thru June 30, 2025 is \$1,471.34

- 2025 Weekly Maximum: \$1,324.21

Benefit Duration: CO FMLI benefits are payable:

- Up to 12 Weeks: for any combination of qualified reasons
- Up to an additional 4 Weeks: for serious health condition related to pregnancy or childbirth complications.

Waiting Period: There is no waiting period and benefits can begin on your first day of leave.

Cost to Employee: You may be required to contribute up to 0.45% of your wages up to the Social Security wage base.

Qualifying Leave Reason: If you meet the eligibility requirements, you can receive benefits if you need to take time off from work for:

- your own serious health condition, including pregnancy
- bonding with a new child during the first year of birth, adoption or foster placement
- care of a family member with a serious health condition
- qualifying military exigency
- safe leave

Leave Schedules:

Leave can be taken on the following basis:

- Continuous;
- Reduced scheduled OR
- Intermittent

Qualified Family Member: A family member means:

- Spouse or domestic partner
- Child*
- Parent*
- Grandparent*
- Grandchild*
- Sibling* **and**
- Any individual with whom the covered individual has a significant personal bond that is or is like a family relationship, regardless of biological or legal relationship

*See your plan for expanded definitions

Changes to the plan: Material changes to the Colorado Family and Medical Leave Insurance plan require review by FAML I.

(1) Refer to the Colorado Family and Medical Leave Insurance Act for exemptions.

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