

The Prudential Insurance Company of America

Oregon Paid Family and Medical Leave (OR PFML)

For Oregon employees of Exelixis, Inc.

Effective January 1, 2025

Eligibility and Effective Date of Coverage:

Any Oregon employee who has earned at least \$1,000 for work performed in Oregon during the base year or alternate base year.

Amount of Benefit: Weekly benefits are paid as follows:

- 100% of the portion of the employee's Average Weekly Wage (AWW) that is equal to or less than 65% of the State Average Weekly Wage (SAWW)

PLUS

- 50% of the portion of the employees AWW that is greater than 65% of the SAWW.

The SAWW beginning July 1, 2024 thru June 30, 2025 is \$1,307.17

- *Weekly maximum benefit is: \$1,568.60 (120% of \$1,307.17)*
- *Weekly minimum benefit is: \$65.36 (5% of \$1,307.17)*

Benefit Duration: OR PFML benefits are payable:

- Up to 12 Weeks: Medical Leave, Bonding and Family Leave and Safe Leave
- Up to an additional 2 Weeks: for limitations due to pregnancy, childbirth, or a related medication, including but not limited to lactation

Note: The benefit year begins the Sunday before the period of leave and lasts for 52 weeks.

Waiting Period:

- No waiting period

Cost to Employee:

You may be required to contribute up to 0.6% of your wages up to the Social Security wage base⁽¹⁾.

(1) The Social Security wage base is updated annually.

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
- To care for a serious ill family member
- To bond with a newborn, adopted or foster child *OR*
- 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
- Parent-in-law
- Grandchild
- Grandparent
- Sibling *and*
- Any individual related by blood or affinity whose close association with a covered individual is the equivalent of a family relationship

Additional Information: This document provides a brief summary of your coverage under OR PFML Leave program. You may access additional information on the OR PFML website listed below:

<https://paidleave.oregon.gov/>

<https://www.mass.gov/orgs/department-of-family-and-medical-leave>

seeking resolution of specific legal or business issues, questions, or concerns regarding this topic should consult their own attorney or business advisors; and employees should continue to consult their Human Resources or other employment benefits department for guidance on the application of any law, rule, or regulation. All websites linked to are independent from Prudential and its subsidiaries, and Prudential has no affiliation with any companies hosting the websites.

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