

# The Prudential Insurance Company of America

## Colorado Family and Medical Leave Insurance (CO FMLI)

### For Colorado employees of Exelixis, Inc.

Effective July 1, 2024

**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<sup>(1)</sup>.

**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\*

The current SAWW through June 30, 2024 is \$1,421.16

- 2024 Weekly Maximum: \$1,100
- 2025 Weekly Maximum: 90% of SAWW

**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 of \$168,600<sup>(2)</sup> in 2024.

**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.

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

Group Disability Insurance coverages are issued by The Prudential Insurance Company of America, a Prudential Financial Company, Newark, NJ. The Booklet-Certificate contains all details, including any policy exclusions, limitations and restrictions, which may apply. (Contract Series: 83500, GRP 100489)

© 2023 Prudential, the Prudential logo, and the Rock symbol are service marks of Prudential Financial, Inc. and its related entities, registered in many jurisdictions worldwide.