

The Prudential Insurance Company of America

Maine Paid Family and Medical Leave (ME PFML) For Maine employees of Exelixis, Inc.

Effective May 1, 2026

Eligibility and Effective Date of Coverage: Any Maine employee who has earned at least 6 times the state average weekly wage in the preceding 4 calendar quarters prior to accessing the benefits.

Amount of Benefit: Weekly benefits are paid at the rate of:

- 90% of the portion of the employee's wages that is equal or less than 50% of the State Average Weekly Wage (SAWW)

PLUS

- 60% of the portion the employee's wages that exceed 50% of the SAWW.

Benefits are capped at the SAWW.

Benefit Duration: ME PFML benefits are payable for a maximum of 12 weeks in a benefit year.

Waiting Period: There is a 7-day waiting period for medical leave only, that is applicable once in a benefit year.

Cost to Employee: You will contribute ½ of .1% up to the defined Social Security wage cap.

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
- Care of family member
- Qualifying exigency
- Safe Leave

Leave Schedules: Leave can be taken on the following basis:

- Continuous
- Reduced *OR*
- Intermittent

Qualified Family Member: A family member means:

- Spouse/Domestic Partner
- Child
- Parent of Covered Individual and their Spouse/Domestic Partner
- Sibling of a covered individual
- Grandparent of a Covered Individual
- Grandchild of a Covered Individual
- Person whom the Covered Individual has a significant personal bond

How do I file a claim? Prudential is your employer's administrator for ME PFML. To submit a claim, go to www.prudential.com/mybenefits or call Prudential at 800-842-1718. Medical or other documentation substantiating the need for leave may be required.

When can I file a claim? Claims should be submitted at least 30 days in advance when the leave is foreseeable or as soon possible for unforeseeable absences

Additional Information: This document provides a brief summary of your coverage under the ME PFML program. You may access additional information on the ME PFML website: <https://www.maine.gov/paidleave/>

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)

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