

The Prudential Insurance Company of America

Connecticut Paid Family and Medical Leave (CT PFML) For Connecticut employees of Franklin Covey Co.

Effective January 1, 2025

The document reflects 2024 benefits and rates. Please note that 2025 benefit and rates (not yet published) will apply effective 1/1/2025.

Eligibility and Effective Date of Coverage: Any Connecticut employee of Franklin Covey Co. beginning with their date of hire.

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

- (1) 95% of your average weekly wage that is equal or less than 40 times the minimum wage Plus
- (2) 60% of the amount that exceeds 40 times the minimum wage

Up to a weekly maximum of 60 times the minimum wage

CT Minimum Wage-6/1/23 is \$15.00/hour
1/1/24 is \$15.69/hour

Benefit Duration: CT PL benefits are payable for up to 12 weeks during a 12-month period for qualifying leave reasons, with the following exceptions:

- an additional 2 weeks of leave for incapacitation during pregnancy; and
- a maximum of 12 days out of the 12 weeks may be used for family violence leave.

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

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

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, and bone marrow or organ donation
- bonding with a new child
- care of a qualified family member
- qualifying exigency
- military caregiving
- victim of family violence

Qualified Family Member: A family member means:

- spouse
- sibling
- son or daughter
- grandparent
- grandchild
- parent
- individual related to employee by blood or affinity whose close association the employee shows to be equivalent of those family relationships

Changes to the plan: Material changes to the Connecticut Paid Family and Medical Leave plan require approval from the majority of CT employees.

(1) Refer to the Connecticut Paid Family and Medical Leave law for exemptions.

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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