

# The Prudential Insurance Company of America

## New York Paid Family Leave (NY PFL) For New York employees of Franklin Covey Co.

Effective January 1, 2025

### Eligibility and Effective Date of Coverage:

- Full-time employees are eligible for benefits after 26 weeks of consecutive employment. Part-time employees are eligible after 175 workdays. Part-time is defined as employees who have a regular employment schedule that is less than 20 hours per week.

**Amount of Benefit:** Effective 1/1/2025, weekly benefits are paid at the rate of:

- 67% of the individual's Average Weekly Wage (AWW)
- Maximum benefit is 67% of the State Average Weekly Wage (SAWW - \$1,757.19) or \$1,177.32

**Benefit Duration:** NY PFL benefits are payable:

- 12 Weeks: Bonding, Family Leave and Military Exigency

**Note:** The duration of benefits may not exceed 26 weeks in a consecutive 52-week period when combined with DBL.

**Waiting Period:** None

**Cost to Employee:** New York Paid Family Leave benefits are being provided to you on a non-contributory basis. The entire cost your coverage is being paid by your Employer.

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

- to care for a serious ill family member
- to bond with a newborn, adopted or foster child
- for a qualifying exigency for a family member's active or impending active duty

### Leave Schedules:

Leave can be taken on the following basis:

- Continuous *OR*
- Intermittent in full-day increments

**Qualified Family Member:** A family member means:

- Spouse or domestic partner
- Child
- Parent
- Parent-in-law
- Grandchild
- Grandparent
- Siblings

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

<https://paidfamilyleave.ny.gov/>

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.