

The Prudential Insurance Company of America

Colorado Family and Medical Leave Insurance (CO FMLI)

For Colorado employees of Franklin Covey Co.

Effective January 1, 2025

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⁽¹⁾.

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*

SAWW beginning July 1, 2024 thru June 30, 2025 is \$1,471.34

- 2025 Weekly Maximum: \$1,324.21

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: Colorado Family and Medical Leave Insurance 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:

- your own serious health condition, including pregnancy.

(1) Refer to the Colorado Family and Medical Leave Insurance Act for exemptions.

- 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 FMLI.



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