

Subject: 2024 Disability Insurance Plan for CA Employees

To: GR-Marvell-California-Employees

BCC: Janice Hall

Marvellbenefits
Supporting a Healthy You



Annual Disability Insurance Plan Notice for California Employees – 2024 Calendar Year

TO: All California Employees

DATE: December 12, 2023

FROM: Marvell Benefits Team

Marvell Semiconductor, Inc. provides disability benefits to California employees under a Voluntary Disability Insurance (VDI) Plan in lieu of State Disability Insurance (SDI), which is a replacement for your participation in the California State Disability Insurance (CA SDI) Plan. Changes are occurring in 2024 that affect California employees.

Effective January 1, 2024, the State has removed the wage cap for the employee maximum annual taxable earnings. The SDI contribution rate has increased to 1.1% of taxable wages, and the State has removed the cap for the maximum annual SDI contribution rate. The SDI Maximum Weekly Benefit Amount will continue to be \$1,620.00.

Marvell's CA VDI Plan offers better benefits at a lower cost than CA SDI. For 2024, Marvell is continuing the employee contribution of 0.50%.

The following table compares the 2024 Marvell CA VDI Plan to the 2023 CA SDI Plan:

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	2024 Marvell CA VDI	2024 CA SDI
Cost to Participants	0.50% of earnings up to \$225,000 per year, or a maximum annual contribution of \$1,125	1.1% of earnings with no wage ceiling or maximum annual employee contribution per year
Disposition of excess contributions	Returned to California employees through enhanced benefit programs	Retained by California
Filing of claim	60 days	49 days
Additional Resources	CA VDI Plan document ¹ HR ServiceNow Ticket	CA SDI Disability DE 2515 CA SDI PFL DE 2511
Disability Insurance provides short-term benefits to eligible workers who have a full or partial loss of wages due to an illness, injury, or pregnancy.		
Benefits Begin	8 th day of disability	Same
Weekly Benefit Amount	60% ² of earnings to \$3,464 weekly maximum ³	60% ² of earnings to \$1,620 weekly maximum
Maximum Benefit Amount	52 x Weekly Benefit Amount	Same
Paid Family Leave (PFL) provides benefits to individuals who need to take time off work to care for a seriously ill child, parent, parent-in-law, grandparent, grandchild, sibling, spouse, or		

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registered domestic partner. Benefits are also available to new parents who need time to bond with a new child entering their life either by birth, adoption, or foster care placement.		
Benefits Begin	No waiting period	Same
Weekly Benefit Amount	60% ² of earnings to \$1,620 weekly maximum	Same
Maximum Benefit Amount	8 x PFL Weekly Benefit Amount	Same

In accordance with the California Unemployment Insurance Code, employees who are participating in Marvell CA VDI have the right to discontinue their coverage under this Plan within ten (10) days following the effective date of any amendment to the Plan or at the beginning of any calendar quarter. If you choose to opt out of CA VDI, you will be required to contribute to CA SDI. That means you will have money withheld from your pay as required by CA SDI and receive less benefits than what you would receive from Marvell CA VDI. If you desire to withdraw from Marvell CA VDI, please submit a request to the [HR Service Center](#) to request a rejection form.

Please submit a request to the [HR Service Center](#) with any questions.

Thank you,
The Benefits Team

¹ The 2024 VDI Plan Document will be ready in early 2024. The 2023 VDI Plan Document is available.

² Employees who earned less than one-third of the state average quarterly wage during the highest earnings quarter in their Base Period will receive 70% of the highest quarterly earnings of the Base Period. When you report a claim to Lincoln Financial, the EDD will notify you in writing of the minimum weekly benefit amount you are eligible to receive. You will never receive less from CA VDI than what you would have received under CA SDI.

³ Part time employees receive the CA SDI level of benefits.

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