

MARVELL

Benefit Update



To All California Employees,

This memo is to inform you of benefit changes that are in effect as of January 1, 2019 for eligible employees who work in the State of California. These changes are required by law and include changes in the Self-Insured Voluntary Disability & Paid Family Leave Plan for California Employees of Marvell Semiconductor, Inc. (the "Marvell Voluntary Plan"). All terms that are capitalized but not defined in this memorandum, have the same definition as in the Marvell Voluntary Plan.

BACKGROUND

As you are aware, California has a mandatory State Disability Insurance Plan (the "**State Plan**"). This disability insurance is purchased with employee contributions (via a payroll tax) and provides a monetary benefit in the event you are unable to work due to a disability. The State Plan also provides Paid Family Leave benefits to individuals who need to be off work to bond with a new Child due to birth, adoption, or foster care placement or to care for a seriously ill Family Member.

Companies may offer a "voluntary plan" in place of the State Plan provided that the voluntary plan meets certain requirements, including that the voluntary plan must offer all the benefits of the State Plan, at least one benefit that is richer than the State Plan, and the voluntary plan must not cost you more than the State Plan. The Marvell Voluntary Plan is a voluntary plan.

Each year, California may choose to update the State Plan, which in turn may affect the Marvell Voluntary Plan. The following information describes the changes that California is making to the State Plan in calendar year 2019 and the subsequent changes affecting the Marvell Voluntary Plan.

UPDATES FOR 2019

For calendar year 2019, Marvell is increasing the maximum Weekly Benefit Amount for disability benefits, from \$2,307 to **\$3,464** for Full-time employees. The only additional changes are due to the State of California's annual amendments to the employee contribution rate, taxable wage base, and maximum weekly benefit amount which are noted below.

	2019 Marvell CA VDI	2019 CA SDI
Cost to Participants	0.75% of earnings up to \$118,371 per year, or a maximum annual contribution of \$887.78	1.0% of earnings up to \$118,371 per year, or a maximum annual contribution of \$1,183.71
Disposition of excess contributions	Returned to California employees through enhanced benefit programs	retained by California
Filing of claim	60 days	49 days
<p>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.</p>		
Benefits Begin	8 th day of disability	same
Weekly Benefit Amount	Full-time: Weeks 1-52: 60%* of earnings to \$3,464 weekly maximum Part-Time: Same as SDI	Weeks 1-52: 60%* of earnings to \$1,252 weekly maximum
Maximum Benefit Amount	52 x Weekly Benefit Amount	same
<p>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 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.</p>		
Benefits Begin	No waiting period	same
Weekly Benefit Amount	Weeks 1-6: 60%* of earnings to \$1,252 weekly maximum	same
Maximum Benefit Amount	6 x PFL Weekly Benefit Amount within a 12-month period	same

*Employees who earned less than one-third of the state average quarterly wages 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 The Hartford, the EDD will notify you in writing of the minimum

weekly benefit amount you are eligible to receive. You will never receive less than what you would have received under SDI.

In accordance with the California Unemployment Insurance Code, employees who are participating in 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 the VDI Plan, you will be required to contribute to the SDI Plan. That means you will have money withheld from your pay as required by SDI and receive the same or even less benefits than the Marvell VDI Plan provides. If you desire to withdraw from the Marvell VDI Plan, please email hrhelpdesk@marvell.com to request a rejection form.

The benefits provided under the Marvell VDI Plan are described in more detail in our Plan document that has been updated for 2019. A copy of the 2019 VDI Plan Document is attached, and can also be found at marvellbenefits.com under the Resources tab > Plan Documents and Resources > [Voluntary Disability Insurance \(CA Employees\)](#). If you have any additional questions, please contact your Marvell Human Resources Department at 408-222-3604 or by emailing hrhelpdesk@marvell.com.

Thank you,

The Benefits Team