

From: Human Resources [Please Read]
Sent: Friday, December 17, 2021 9:31 AM
Subject: 2022 Disability Insurance Plan for CA Employees

Marvellbenefits
Supporting a Healthy You



TO: All California Employees

DATE: December 17, 2021

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 2022 that affect California employees.

Effective January 1, 2022, the State has increased the maximum annual taxable earnings to \$145,600. The SDI contribution rate has decreased to 1.1% of taxable wages, which means that the maximum annual SDI contribution will be \$1601.60. The SDI Maximum Weekly Benefit Amount will increase to \$1540.00.

Marvell's CA VDI Plan offers better benefits at a lower cost than CA SDI. **For 2022, Marvell is reducing the**

employee contribution from 0.75% in 2021 to 0.50% in 2022.

The following table compares the 2022 Marvell CA VDI Plan to the 2022 CA SDI Plan:

	2022 Marvell CA VDI	2022 CA SDI
Cost to Participants	0.50% of earnings up to \$145,600 per year, or a maximum annual contribution of \$728	1.1% of earnings up to \$145,600 per year, or a maximum annual contribution of \$1,601.60
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 document¹ 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 \$1,540 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	60% ² of earnings to \$1,357 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 an [HR ServiceNow ticket](#) to request a rejection form.

Please submit an [HR ServiceNow ticket](#) with any questions.

Thank you,
The Benefits Team

¹ The 2022 VDI Plan Document will be ready in early 2022. The 2021 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 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 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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