

The Prudential Insurance Company of America
New York Paid Family Leave (NY PFL)
For New York employees of Azuria Water Solutions, Inc.

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: You will contribute up to 0.388% of the gross wages and not to exceed the annualized SAWW. The annual maximum contribution is \$354.53.

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)

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