

Subject: 2025 Disability Insurance Plan for CA Employees  
To: GR-Marvell-California-Employees  
BCC: Janice Hall  
Date: December 20, 2024



**Annual Disability Insurance Plan Notice  
for California Employees –  
2025 Calendar Year**

To all California Employees:

Marvell Semiconductor, Inc. and Marvell Government Solutions 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 2025 that affect California employees.

Effective January 1, 2025, the SDI contribution rate has increased to 1.2% of taxable wages, and the State has no cap for the maximum annual SDI contribution rate. The SDI Maximum Weekly Benefit Amount will increase to \$1681.00.

**Marvell’s CA VDI Plan offers better benefits at a lower cost than CA SDI. For 2025, Marvell is continuing the employee contribution of 0.50%.**

The following table compares the 2025 Marvell CA VDI Plan to the 2025 CA SDI Plan:

|                      | 2025 Marvell CA VDI  | 2025 CA SDI  |
|----------------------|--|--|
| Cost to Participants | .50% of earnings up to \$225,000 per year, or a maximum contribution of <b>\$1,125</b> | 1.2% of earnings with no wage ceiling or maximum annual employee contribution per year |

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|   |   |   |
|---|---|---|
| Disposition of excess contributions   | <b>Returned to California employees through enhanced benefit programs</b>             | Retained by California  |
| Filing of claim   | <b>60 days</b>  | 49 days   |
| Additional Resources  | <a href="#">CA VDI Plan document<sup>1</sup></a><br><br><a href="#">HR ServiceNow</a> | <a href="#">CA SDI Disability DE 2515</a><br><br><a href="#">CA SDI PFL DE 2511</a> |
| <b>Disability Insurance</b> 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 <sup>th</sup> day of disability   | Same  |
| Weekly Benefit Amount   | 70-90% <sup>2</sup> of earnings to <b>\$3,464</b> weekly maximum <sup>3</sup>         | 70-90% <sup>2</sup> of earnings to \$1,681 weekly maximum                           |
| Maximum Benefit Amount  | 52 x Weekly Benefit Amount  | Same  |
| <b>Paid Family Leave (PFL)</b> 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. |   |   |
| Benefits Begin  | No waiting period   | Same  |
| Weekly Benefit Amount   | 70-90% <sup>2</sup> of earnings to \$1,681 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

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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 more 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, send an email to [myHR@marvell.com](mailto:myHR@marvell.com) to request a rejection form or with any questions.

Thank you,

The Benefits Team

<sup>1</sup> The 2025 VDI Plan Document will be ready in early 2025. The 2024 VDI Plan Document is available.

<sup>2</sup> Employees who earned less than 70% of the state average weekly wage will receive 90% benefit. 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.

<sup>3</sup> Part time employees receive the CA SDI level of benefits.

HR Benefits Team | [myHR@marvell.com](mailto:myHR@marvell.com) |  
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