

From: [Human Resources \[Please Read\]](#)
Subject: 2026 Disability Insurance Plan for CA Employees
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Attachments: [image002.png](#)
[image003.png](#)

HUMAN RESOURCES
Announcement



**Annual Disability Insurance Plan Notice
California Employees
2026 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 which is a replacement for your participation in the California State Disability Insurance (CA SDI) Plan.

Over the past two years, California has significantly increased disability and paid family leave benefits, as well as increased the fees employers with VDI plans pay to the state. These changes benefit you when you receive paid family benefits, but they also impact the cost of maintaining our own VDI plan.

To keep Marvell's VDI plan sustainable and affordable, there will be a slight adjustment to employee contributions starting in 2026. This adjustment helps us continue to maintain a high-quality plan at a fraction of the cost compared to the state

program.

Effective January 1, 2026, the SDI contribution rate will increase to 1.3% of taxable wages with no cap on the maximum annual SDI contribution rate. The SDI maximum weekly benefit amount will increase to \$1,765.

Marvell's CA VDI Plan offers better benefits at a lower cost.

What's Changing in 2026?

- **Employee contribution rate:** 0.5% → **0.7%**
- **Wage cap:** \$225K → **\$250K**

Our plan remains **far more cost-effective** than the state option, which could cost over **\$3,000/year** with **no wage cap** and **lower benefit** levels.

Looking ahead beyond 2026

We anticipate only minimal increases in 2027 and 2028 to keep pace with California's ongoing benefit enhancements.

The following table compares the 2026 Marvell CA VDI Plan to the 2026 CA SDI Plan:

	2026 Marvell CA VDI	2026 CA SDI
Cost to Participants	.70% of earnings up to \$250,000 per year, or a maximum contribution of \$1,750	1.3% of earnings with no wage ceiling or maximum annual employee contribution per year
Disposition of excess contributions	Returned to Marvell's California employees through enhanced	Retained by the State of California

	benefit programs	
Filing of claim	60 days	49 days
Additional Resources	CA VDI Plan document¹ HR ServiceNow	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	70-90% ² of earnings to \$3,464 weekly maximum ³	70-90% ² of earnings to \$1,765 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 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% ² of earnings to \$1,765 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 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, email myHR@marvell.com to request a rejection form, or with any questions.

Thank you,

The Benefits Team

¹ The 2026 VDI Plan Document will be ready in early 2026. The 2025 VDI Plan Document is available.

² 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.

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

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