

| <div>Larkin</div> <div>Connecticut - Leave Highlights</div> | |
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| | Connecticut Paid Leave (CTPL) Benefits |
| What is the Update? | Update (10/11/24, Effective 01/01/25): The Board of Directors of the Paid Leave Authority has voted to keep the contribution rate for the CTPL program the same in 2025, which is currently at 0.5%. Employers should continue to remit contributions at the same rate in accordance with the update, up to the Social Security Wage Base (\$176,100 in 2025). Additionally, the weekly benefit amount for the CTPL program will be increasing from \$941.40 to \$981 beginning in 2025. |
| Handbook/Policy Updates | Updates to your company handbook may need to be made if you include Connecticut specific income replacement benefits information. |
| Notice Requirements | N/A |
| Larkin Action | The Larkin Company will adjust offsets for any top-up (leave of absence pay) calculations or STD, accordingly, if we handle these services for you. |
| Further Company Considerations | Please be sure to adjust your contributions (i.e., aligned with the new 2025 Social Security Wage Base) and ensure as a company you are offsetting any salary continuation/company top-up pay aligned with the new maximum weekly benefit rate, effective 01/01/25. |
| Resources | CT Paid Leave Board of Directors Votes to Maintain Contribution Rate |

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