

This document is a required notification for California employees.

No action is needed unless you choose to make a change to your current disability plan election.

California employees are covered by Workday's self-insured California Voluntary Disability Insurance (CA VDI) Plan, which is a replacement for your participation in the California State Disability Insurance (CA SDI) Plan. The following table compares the 2023 Workday CA Voluntary Plan to CA State Disability Insurance.

In accordance with the California Unemployment Insurance Code, employees participating in the Workday CA VDI Plan have the right to discontinue their coverage 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 the Workday CA VDI Plan, you will be required to contribute to the CA SDI Plan. That means you will have the same amount withheld from your pay as required by CA SDI but will receive less benefits than what the Workday CA VDI Plan provides. If you wish to change your election, please complete a VDI Change of Election form and submit it for processing by attaching it to a People Guide Request. You may view the complete Workday CA VDI plan document on our US Benefits website at www.WorkdayBenefits.com/us

Plan provision	2023 Workday Voluntary Disability Plan			2023 CA State Disability Insurance
Employee Cost	0.9% of earnings up to \$153,164 per year or a maximum annual contribution of \$1,378.48			Same
Excess contributions	Return to Workday's California employees through enhanced benefits			Retained by the State of California
Filing of claim	60 days			41 days
Disability Insurance provides benefits to eligible workers who are unable to work due to illness, injury, or pregnancy				
Benefits begin	8th day of disability or 1st day of disability for disability periods greater than 7 consecutive calendar days			8th day of disability
Weekly Benefit Amount	Weeks 1-6: 70% of earnings to maximum \$5,385 Weeks 7-26: 60% of earnings to maximum \$2,308 Weeks 27-52: 60% of earnings to maximum \$1,620			Weeks 1-52: 60% ¹ of earnings to \$1,620 weekly maximum
Maximum Benefit	52x Weekly Benefit Amount			Same
Exclusions for Disability Benefits	No benefits are payable for any day for which the employee receives wages or regular wages from his or her employer, except for commission/target commission payments paid to the employee between the 30th day of disability and the 180th day of disability. Additionally, benefits will be paid for any seven-day week or partial week in an amount not to exceed his or her maximum weekly benefit, or applicable portion thereof, which, together with the wages or regular wages received, does not exceed the wage earned, exclusive of overtime pay, in the last full week of work immediately prior to the commencement of his or her Disability.			No benefits are payable for any day for which the employee receives wages or regular wages from his or her employer, except that benefits will be paid for any seven-day week or partial week in an amount not to exceed his or her maximum weekly benefit, or applicable portion thereof, which, together with the wages or regular wages received, does not exceed the wage earned, exclusive of overtime pay, in the last full week of work immediately prior to the commencement of his or her Disability.
Paid Family Leave (PFL) provides benefits to individuals who take time off work to: 1. bond with a new child entering their life by birth, adoption, or foster care placement; 2. care for a seriously ill child, parent, parent-in-law, grandparent, grandchild, sibling, spouse, or registered domestic partner; 3. participate in a qualifying event of a military deployment of a child, parent, spouse, or registered domestic partner.				
Benefits Begin	No waiting period applies			Same
Weekly Benefit Amount	Type of PFL	% of earnings	Weekly Maximum	60% of earnings to maximum \$1,620
	Child Bonding - Biological & Adoptive ²	60%	\$1,620	
	Child Bonding - Foster Care	70%	\$5,385	
	Family Care	70%	\$5,385	
	Military	70%	\$5,385	
Maximum Benefit Amount	Child Bonding - Biological & Adoptive	8 x PFL Weekly Benefit		8 x PFL Weekly Benefit
	Child Bonding - Foster Care	12 x PFL Weekly Benefit		
	Family Care			
	Military			

¹ 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 Unum, the EDD will notify you in writing of the minimum weekly benefit amount you are eligible to receive. **You will never receive less than what you would have received under CA State Disability Insurance.**

² Workday's New Parent Time Off ("NPTO") program provides up to 12 weeks of paid time away to welcome a new addition to your family (birth or adoption of a child). Any CA VDI PFL biological and adoptive child bonding benefit received will be in lieu of and count against the 12 weeks of NPTO provided by Workday. Information on NPTO and other benefits can be found on our U.S. benefits website at www.WorkdayBenefits.com/us.