

TO Leidos, Inc. California Employees
FROM Karen Kanjian, VP Director of Corporate Benefits
RE California Voluntary Disability Plan (CA VDP) Benefits - Year 2025
DATE December 20, 2024

California State Disability Insurance (SDI)

Effective January 1, 2025, the State Disability Insurance (SDI) Plan tax rate will increase to 1.2% of the taxable wage base. The SDI Plan maximum weekly benefit will increase to \$1,681.

California Voluntary Disability Plan (CA VDP)

Leidos Inc. employees are covered by our self-insured California Voluntary Disability Plan (CA VDP), which is a state-approved replacement of the SDI Plan. Effective January 1, 2025, the following provisions will take effect for the CA VDP:

Contributions:

The Leidos CA VDP employee contribution rate will continue to be 0.0% of the employee's annual earnings.

Maximum Benefit:

The Leidos CA VDP will provide:

- 1.) Benefit Class 1 - The amount of weekly benefit a Benefit Class 1 Employee will receive (subject to Limitations and Exclusions) is 70% of the Employee's Current Weekly Wage subject to a maximum weekly benefit of \$1,681.00 and a minimum weekly benefit of \$50.
- 2.) Benefit Class 2 - The amount of weekly benefit a Benefit Class 2 Employee will receive (subject to Limitations and Exclusions) is 90% of the Employee's Current Weekly Wage subject to a maximum weekly benefit of \$1,681.00 and a minimum weekly benefit of \$50.

Paid Family Leave Benefits will be paid the same amount as the maximum and minimum weekly Disability benefit under the Leidos CA VDP.

Regulatory/Legislative Changes Impacting Voluntary Plans - 2025

- Senate Bill 951 - Revises the State Disability Insurance (SDI) weekly benefit amount (WBA) formulas to a 70% to 90% wage replacement for periods of disability beginning on or after January 1, 2025
- Assembly Bill 2123 - Removes sub-sections (c) and (d) from the CUIA Section 3303.1 which gave employers the ability to require that employees take two weeks of earned unused vacation pay prior to the receipt of PFL benefits

In accordance with the California Unemployment Insurance Code, employees who are participating in the Company's California Voluntary Disability Plan have the right to discontinue their coverage under this Plan by notifying the Company, in writing, of their decision within ten (10) days following the effective date of any amendment to the Plan.

QUESTIONS? If you have any questions about this Voluntary Plan benefit or your disability benefits in general, please contact Employee Services at 855-553-4367, option 3 or email ASKHR@leidos.com. Additionally, if you wish to enroll in or withdraw from the Voluntary Plan, please contact Employee Services no later than January 10, 2025.