



Connecticut Paid Family and Medical Leave (CTPL) Program

Quarterly Experience Report - July 2025 to September 2025

December 11, 2025

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Key Results

Actual vs. Financial Projection Results for the Period July 2025 to September 2025

Figures in \$ millions	Actual	Financial Projections (July 2025)
Period Covered	Jul 2025 to Sep 2025 (3-month period)	Jul 2025 to Sep 2025 (3-month period)
Beginning Fund Balance (net of outstanding contributions and claims payments)	\$638.9	\$641.0
Contributions Earned	\$111.4	\$115.9
Investment Income	\$6.7	\$5.8
Incurred Claims	(\$122.2)	(\$117.7)
Other Expenses	(\$9.9)	(\$10.2)
Transfer from Operating Reserve	\$14.2	\$14.2
Net Activity	\$0.2	\$8.0
Ending Fund Balance (net of outstanding contributions and claims payments)	\$639.1	\$649.0

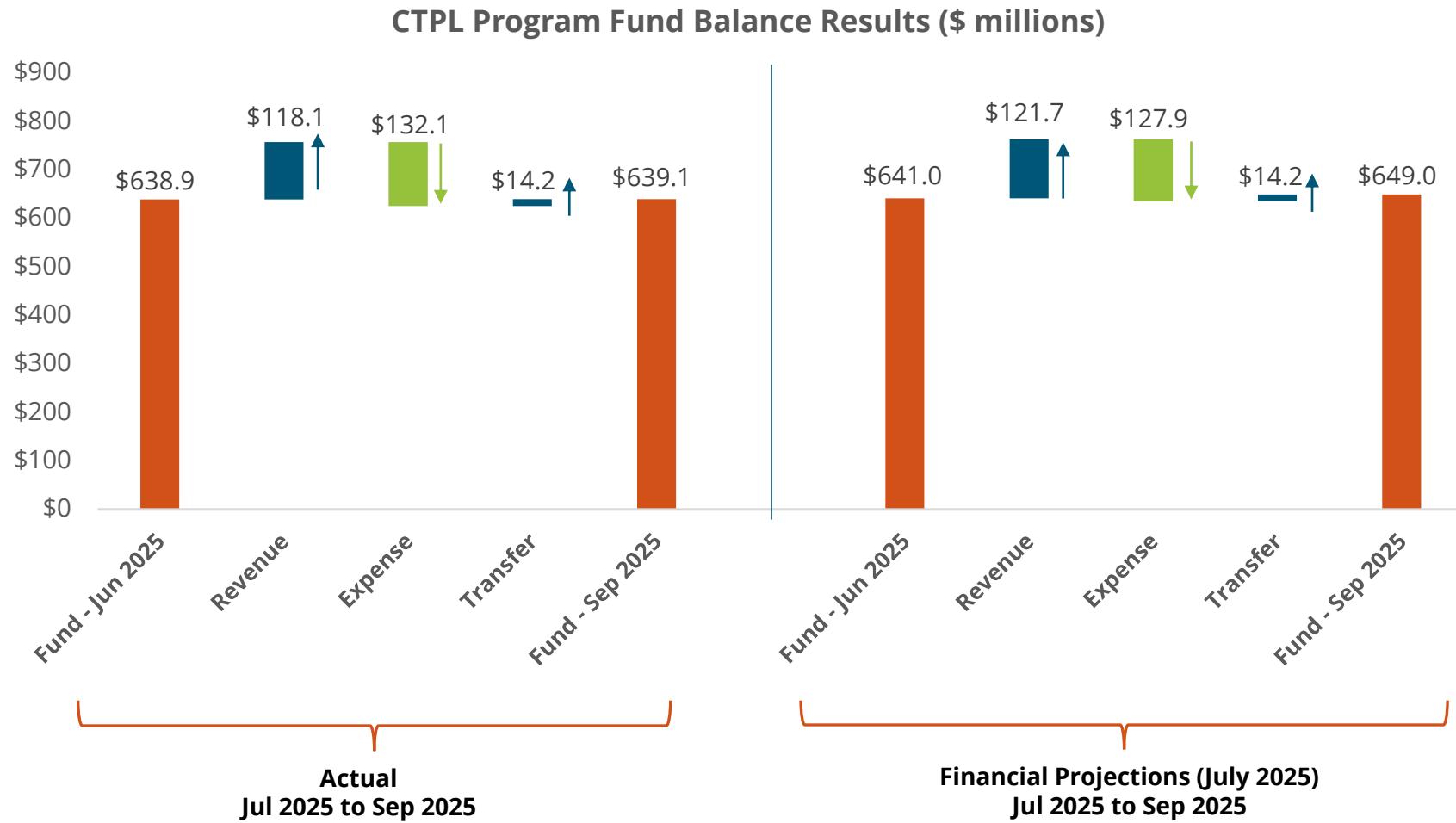
Revised beginning actual fund balance by \$2.1M to account for difference in actual contributions (received in July 2025) compared to reserve held for expected outstanding contributions as of June 30, 2025 (reported in annual report)

Actual fund balance is \$9.9M lower than estimated, driven by lower net contributions (including refunds) and higher than expected claims experience

Fund position remains strong, with funding metrics within target levels

Funding Metrics	Actual Metric as of Sep 30, 2025	Target	Actual vs. Target
Reserve vs. Net Fund Balance	0.1 : 1	Less than 3 : 1	Meets target
Contributions vs. Net Fund Balance	0.8 : 1	Less than 3 : 1	Meets target
Adverse Losses Over One Year vs. Net Fund Balance	0.4 : 1	Less than 0.5 : 1	Meets target

Fund Balance Results

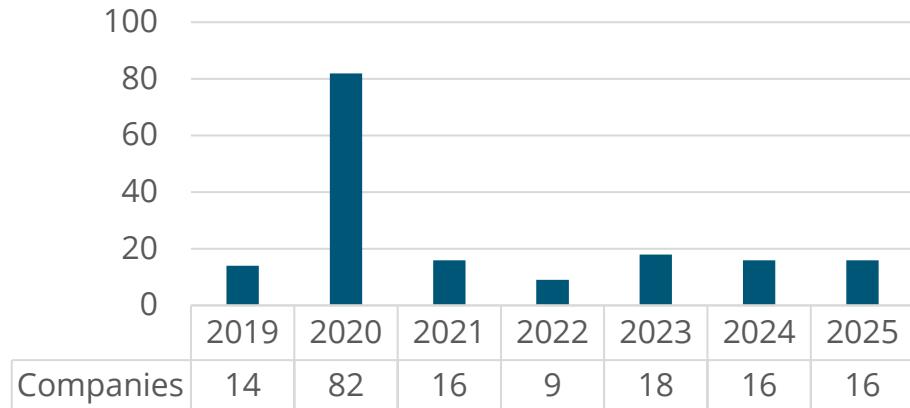


Detailed Financial Results

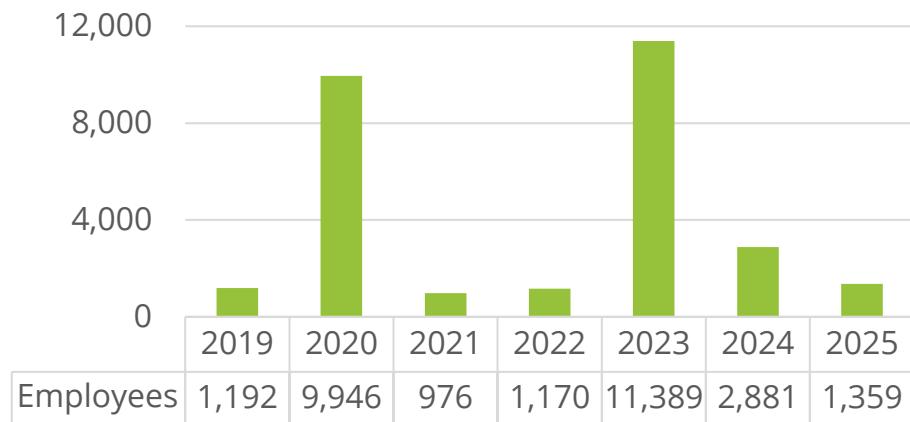
Figures in \$ millions	Actual Jul 2025 to Sep 2025 (3-month period)	Financial Projections Jul 2025 to Sep 2025 (3-month period)
Revenue:		
a. Payroll contributions		
Payroll contributions (paid basis) - received by end of period	\$120.4	\$122.0
Reserve for contributions for current period not yet received	\$109.9	\$114.9
Reserve for contributions due from prior periods and received in current period	(\$118.9)	(\$121.0)
Total contributions	\$111.4	\$115.9
b. Investment income	\$6.7	\$5.8
Total revenue	\$118.1	\$121.7
Expenses:		
a. Claims benefit payments		
Paid claims	(\$125.1)	(\$117.1)
Reserve for incurred claims not yet paid as of end of period	(\$63.0)	(\$66.5)
Reserve for incurred claims not yet paid as of start of period	\$65.9	\$65.9
Reported incurred claims	(\$122.2)	(\$117.7)
b. Other		
CTPL administration	(\$4.0)	(\$4.0)
Claims administration (Aflac)	(\$5.9)	(\$6.2)
Bond repayment	\$0.0	\$0.0
Subtotal expenses	(\$9.9)	(\$10.2)
Total expenses	(\$132.1)	(\$127.9)
Transfer from operating reserve	\$14.2	\$14.2
Net activity	\$0.2	\$8.0
Cumulative fund balance		
Ending fund balance (prior to offsetting for outstanding contributions and claims payments)	\$592.2	\$600.6
Contributions for current period not yet received	\$109.9	\$114.9
Reserve for incurred claims not yet paid as of end of period	(\$63.0)	(\$66.5)
Ending fund balance (net of outstanding contributions and claims payments)	\$639.1	\$649.0
Reconciliation of net fund balance (net of outstanding contributions and claims payments)		
Net fund balance at end of prior period	\$638.9	\$641.0
Net activity	\$0.2	\$8.0
Ending net fund balance	\$639.1	\$649.0

WARN Act Data

of employer notices of mass layoffs by calendar year



of employees by calendar year



Companies with Largest Populations Impacted		
Year	Company	Employees
2019	Arrow Electronics	143
2019	Hubbell Lighting	143
2019	ShopRite	132
2020	YMCA Hartford	952
2020	Bloomin Brands	702
2020	Marriot	432
2021	BlueSky Studio	469
2021	Mercury Fuel Service	112
2022	Sema4 OpCo	687
2022	ShopRite	203
2022	Durham School Services	111
2023	David's Bridal	9,248
2023	CVS	500
2023	Walmart	255
2024	CVS	622
2024	Freight Handlers	383
2024	Sheridan Woods Healthcare Center	248
2025	Edgewell Personal Care	293
2025	HDR Trumbull	179
2025	CVS	111

Financial Projection for Fiscal Year 2026

	Updated this Quarter (Based on July to Sep 2025 Actual Results)	Presented in August 2025 (Based on FY 2025 Year-End Work)
<i>Figures in \$ millions</i>	Jul 2025 to Jun 2026	Jul 2025 to Jun 2026
Beginning Fund Balance (net of outstanding contributions and claims payments)	\$638.9	\$641.0
Contributions Earned	\$501.2	\$505.7
Investment Income	\$23.3	\$23.3
Incurred Claims	(\$485.8)	(\$480.8)
Other Expenses	(\$43.2)	(\$43.2)
Transfer from Operating Reserve	\$14.2	\$14.2
Net Activity	\$9.7	\$19.2
Ending Fund Balance (net of outstanding contributions and claims payments)	\$648.6	\$660.2

- Updated financial projections for fiscal year 2026 to reflect most recent financials for the period July 2025 to September 2025
- Compared to financial projections prepared in the prior quarter:
 - Updated contributions earned to reflect Q1 results
 - Updated claims projection to reflect recent claim experience

Questions

Appendix

Appendix — Fund Solvency Metrics

- **Reserve vs. Net Fund Balance (net of outstanding contributions and claims payments):**
 - The reserve represents the funds required to be set aside in respect of the expected cost of claims for events that have already been incurred, but for which corresponding benefits have not yet been paid.
 - The target recommends the net fund balance should be at least one third of the reserve as a measure of the capacity of the funds to cover additional incurred claims not yet paid.
- **Contributions vs. Net Fund Balance (net of outstanding contributions and claims payments):**
 - This measure is an assessment of adequacy of net fund balance to cover inadequate contributions during the year should claims run higher than expected.
 - The target recommends the net fund balance should at least cover one third of next year's contributions.
- **Adverse Losses Over One Year vs. Net Fund Balance (net of outstanding contributions and claims payments):**
 - This measure is an assessment of adequacy of net fund balance to cover adverse losses.
 - Adverse losses were determined based on a stress-test analysis of claims against changes in duration and incidence levels. The specific adverse scenario selected assumes losses generated with a 50% increase in incidence for following fiscal year.
 - The target recommends that the financial net activity in a year with adverse losses is less than half of the net fund balance (i.e., net fund balance should cover at least two years of adverse losses)

Reliances and Limitations

- Spring's analysis and projections are based on a number of assumptions and information from the Connecticut Paid Leave Authority (the "Authority") and Aflac. Other than a general review for reasonableness, Spring has not independently verified any of the information received from the Authority or its service providers. Where data was unavailable or incomplete for certain plans, Spring used industry experience to estimate missing values
- The accuracy of these projections depends on how well future experience conforms to assumptions. Actual experience may be more or less favorable than the assumptions underlying the projections. To the extent that actual experience differs from the assumptions underlying these projections, so will the actual results differ from the results in these projections
- Spring is not a tax, legal or accounting firm – the Authority's advisors should review these areas in light of the Authority's unique facts and circumstances
- Please refer to the Annual Actuarial Report as of June 30, 2025, dated July 18th, 2025, for additional information on data, assumptions and methods. This document is incomplete without the accompanying discussion
- Exhibit numbers may not add due to rounding



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Why Spring?

- Deep industry expertise
- End-to-end experience from strategy development through implementation
- Thought leadership
- Alternate funding
- Health and wealth convergence
- Benefit integration
- Flexibility to partner with clients and other preferred advisors
- Objectivity and independence — ownership structure removes potential conflicts of interest
- Award-winning project team
- Complete confidentiality
- Innovation — 8 patents
- Dedication to honesty, transparency and independence
- Strong project and multidisciplinary team management and communication