



Connecticut Paid Leave

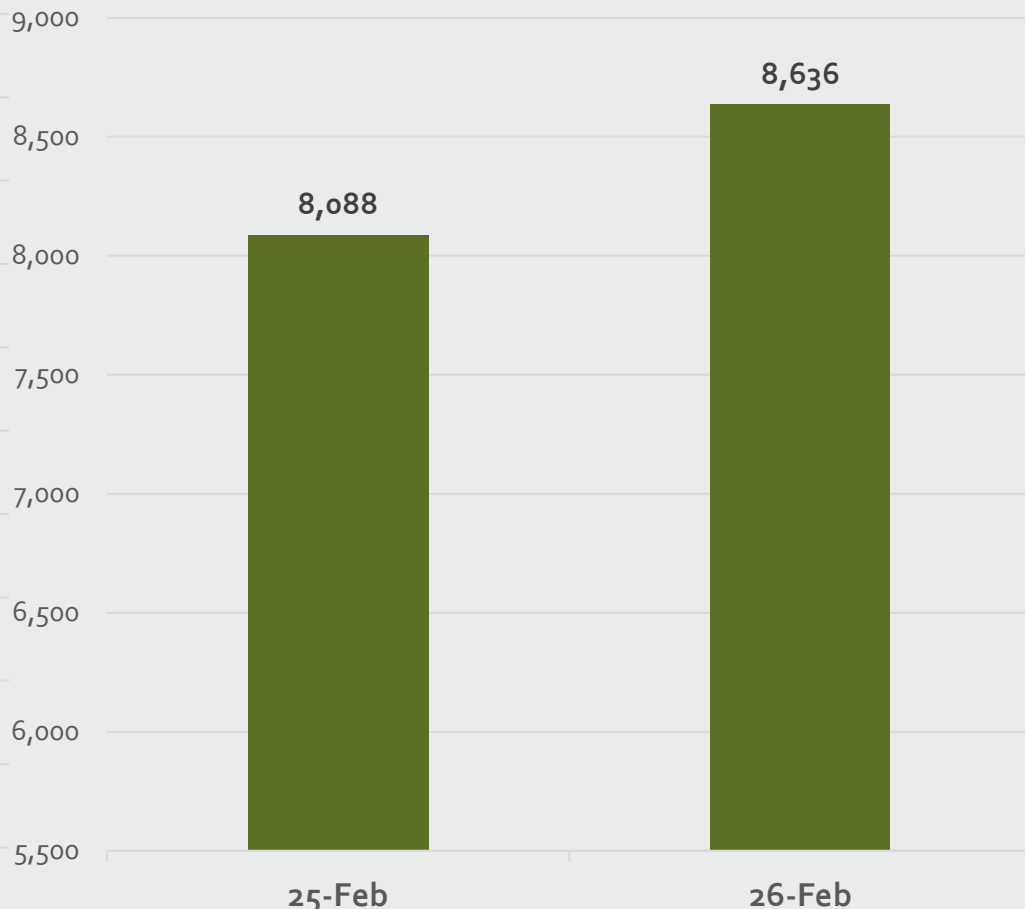
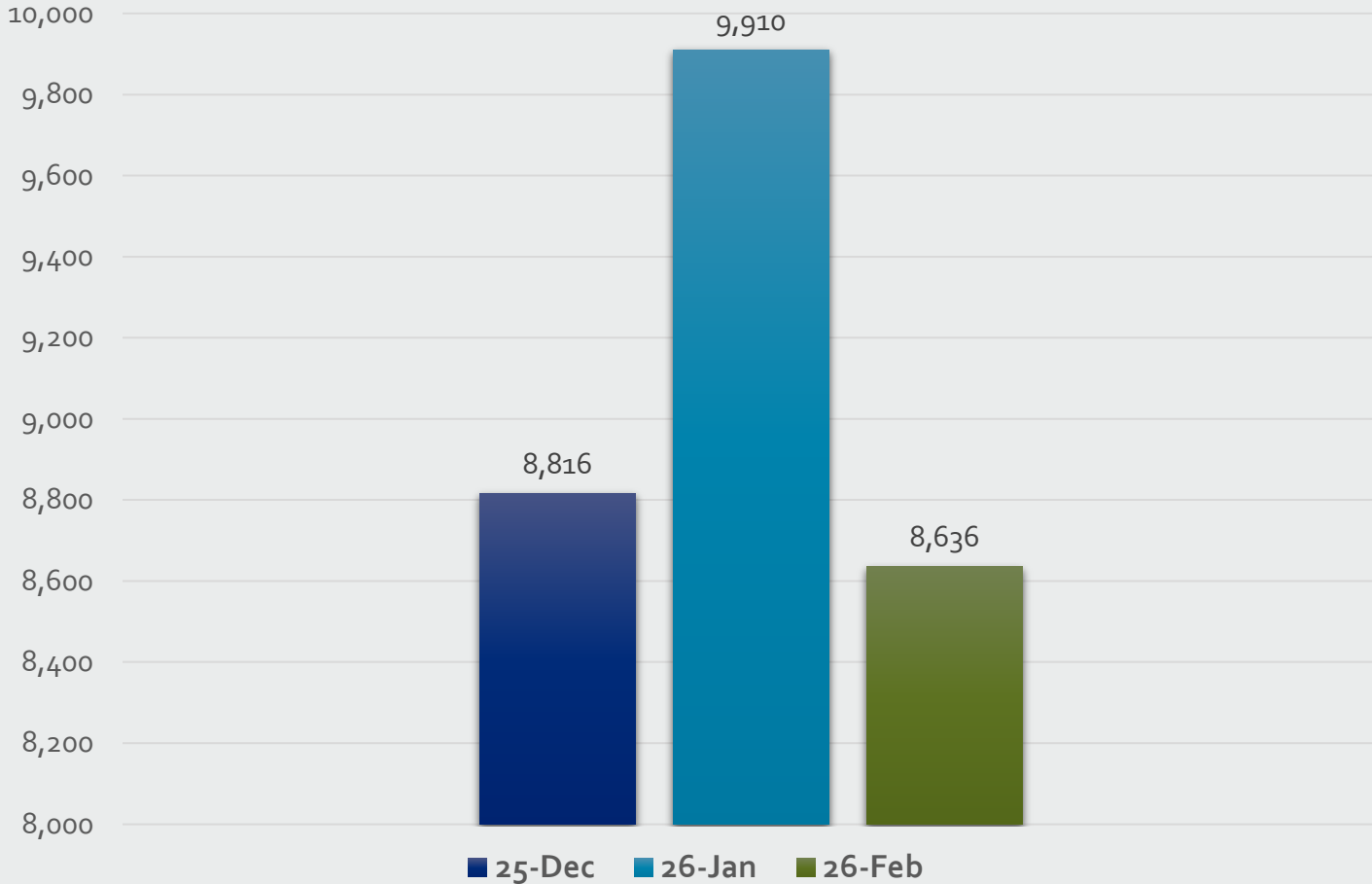
Claims Data March 12, 2026

Claims filed as of 2/28/26: 409,729

Dec 25-Feb 26 Three Month Trend Total: 27,357
Three Month Moving Average: 9,119
Claims filed increase from Dec 25 - Feb 26 9.14%

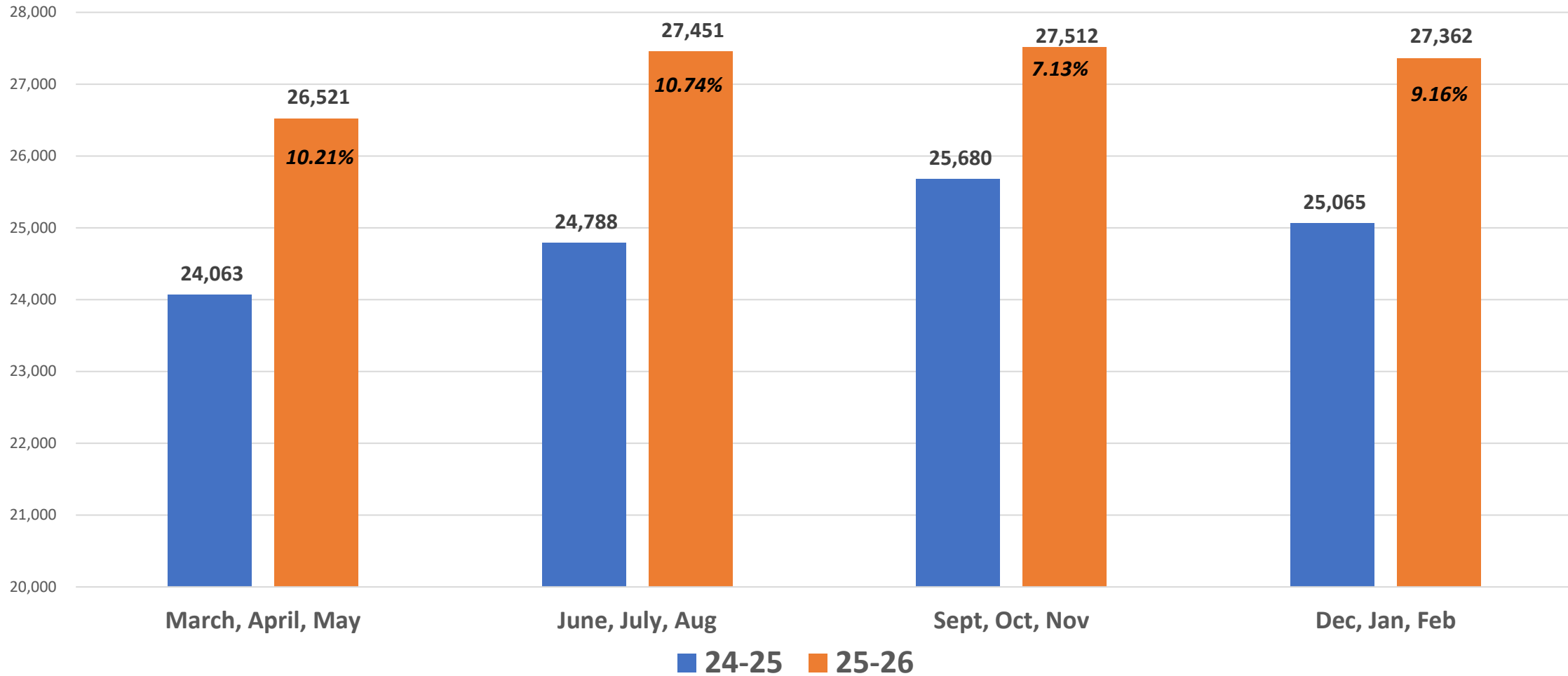
Year Over Year Comparison 2025 to 2026

A YTD increase of 1,434 Claims or 8.38%
A Year Over Year Feb Increase of 6.78 %



24-25 to 25-26 YOY Quarterly Claims Filed Comparison

Year Over Year Increase of 9,820 Claims 9.92% Actual Claims Filed

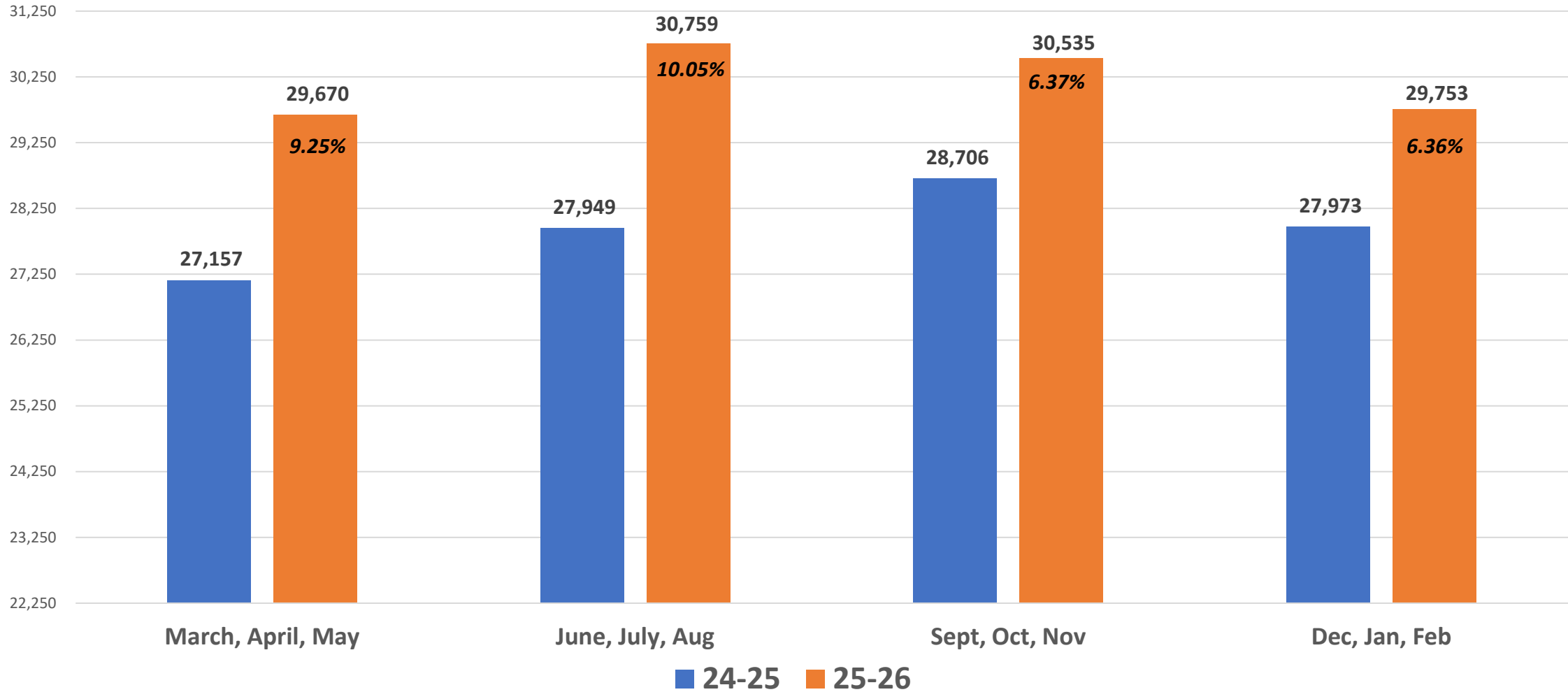


Actual Claims Filed as of 2/28/26 : Cumulative 409,729 Mar-Feb 24-25 , 99,026 Mar-Feb 25-26 108,846



24-25 to 25-26 YOY Quarterly Claims Filed Comparison Including Bonding 2nd Reason

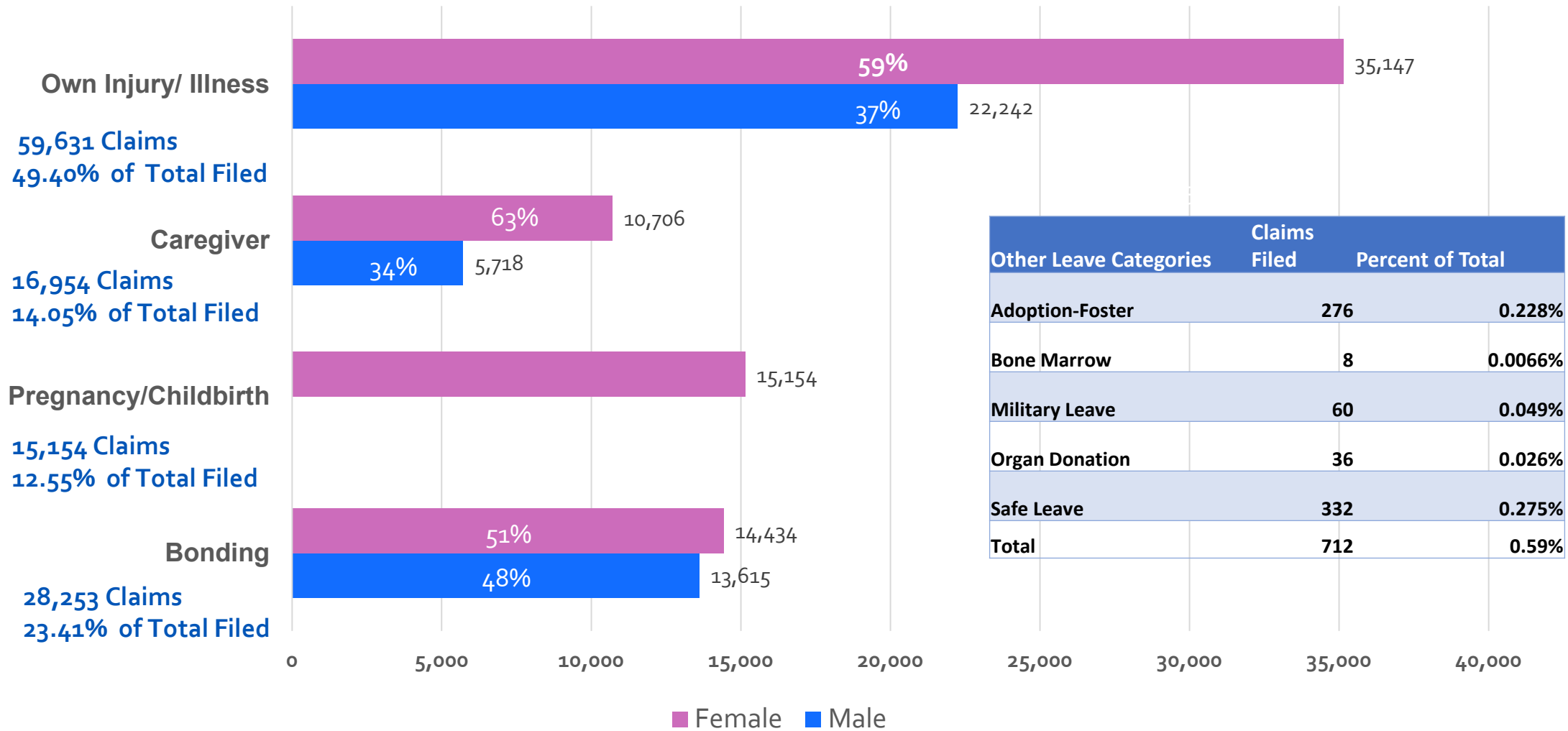
Year Over Year Increase of 8,932 Claims 7.99%



Claims Filed as of 2/28/26 : Cumulative 409,729 Mar-Feb 24-25, 111,785 Mar-Feb 25-26 120,717



Leave Reason by Gender 12 Month Trend March 2025-February 2026

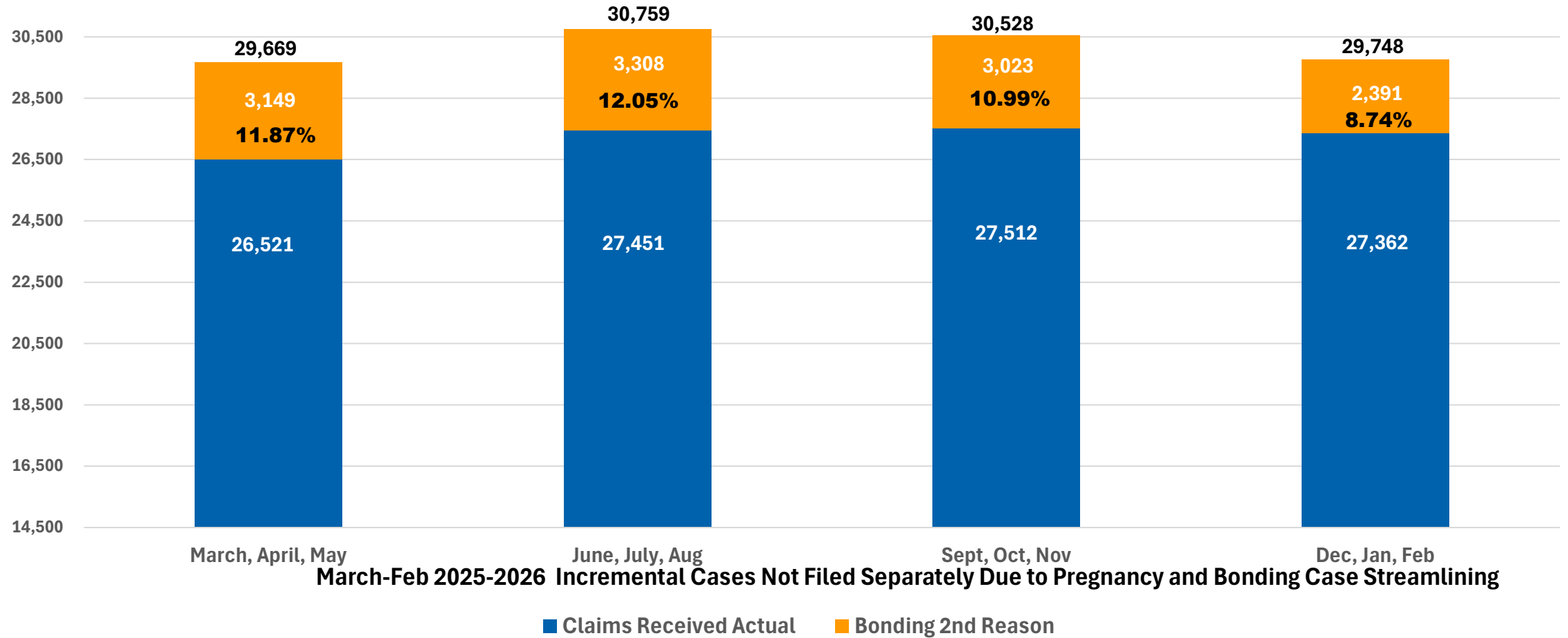


All Leaves Percent by Gender: Female 62.80%, Male 34.59%, Choose not to Answer 2.44%, Non-Binary .16%



March-Feb 2025-2026 Pregnancy and Bonding Claims Filed

11,871 Incremental Cases Over Actual Claims Filed 10.91% Increase



March-Feb 2025-2026 Claims Filed 108,846 - Bonding Segment 11,871 - Total Claims Filed 120,717



Adjudicated Claims Status

Calendar Year Over Year Adjudicated Claims

	2024		2025		Change	
Approved	73,038	78.04%	75,317	78.61%	.57%	↑
Denied	20,553	21.96%	20,500	21.39%	.57%	↓

Calendar Year 2025 Adjudication Including Bonding Segment

	2025		Change	
Approved	86,950	80.92%	2.88% *	↑
Denied	20,500	19.08%	2.88%	↓

* Cumulative change from Cal YR 2024 Approval/Denial rates

Six Month Claims Adjudication Trend

	Actual		Including Bonding Segment		Change	
Approved	35,274	78.25%	40,688	80.59%	2.34%	↑
Denied	9,802	21.75%	9,802	19.41%	2.34%	↓

As of 2/28/2026



Race and Ethnicity Data

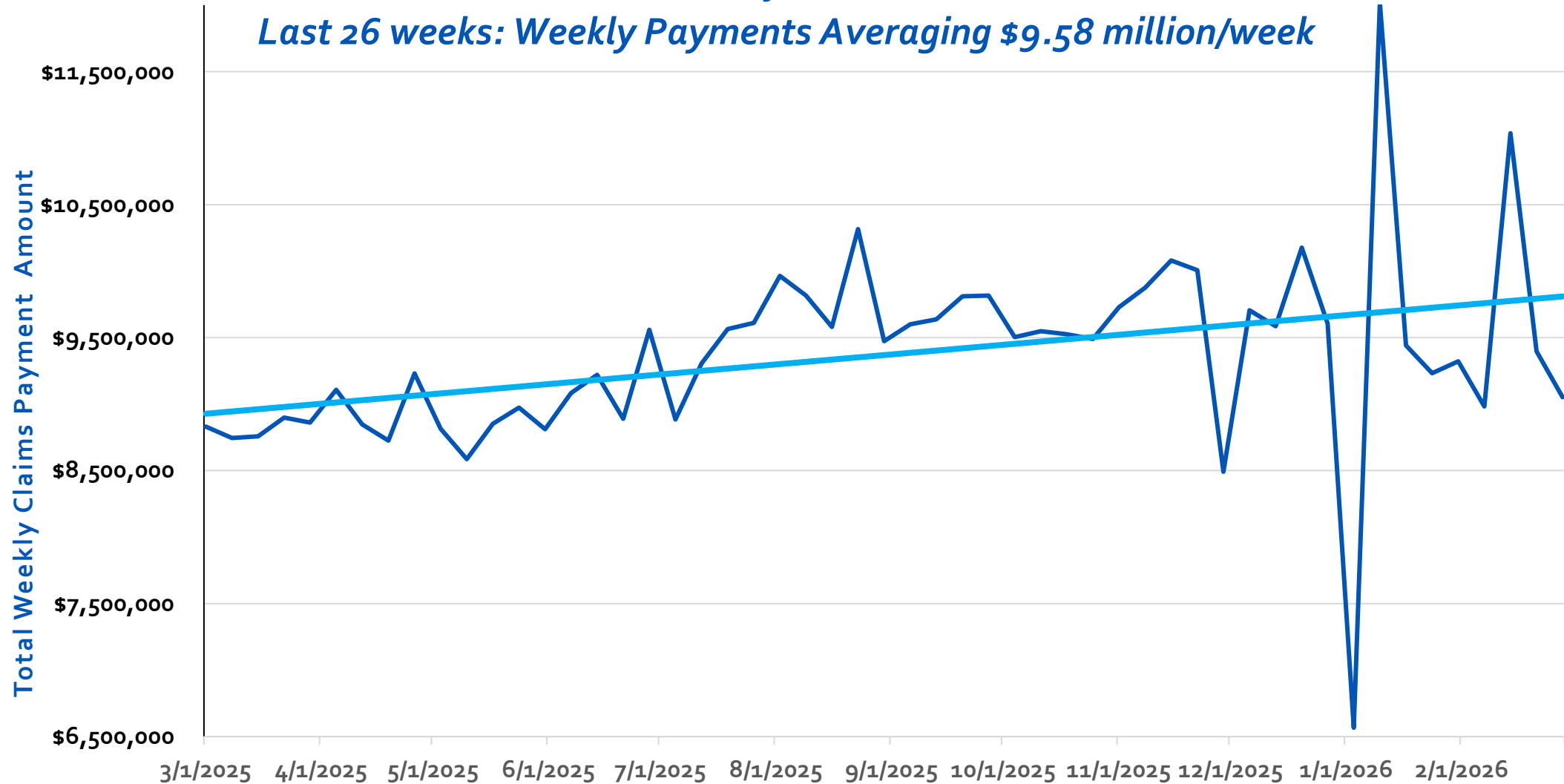
8/1/23-2/28/26

Race Statistics	Responses	Percent of Responses	Approved %	Denied %
Response Rate	33.49%			
American Indian or Alaska Native	669	0.77%	72.80%	27.20%
Asian	4,663	5.34%	82.58%	17.42%
Black or African American	10,936	12.53%	75.11%	24.89%
Native Hawaiian or Other Pacific Islander	177	0.20%	63.64%	36.34%
White	61,399	70.34%	81.97%	18.03%
Prefer not to answer	7,026	8.05%	78.00%	22.00%
Other-Multiple Category Responses	2,421	2.77%	74.14%	25.86%
Number of Responses	87,291	100.00%		

Ethnicity Statistics	Responses	Percent of Responses	Approved %	Denied %
Response Rate	32.59%			
Hispanic or Latino	16,298	19.19%	76.69%	23.31%
Not Hispanic or Latino	64,047	75.40%	81.44%	18.56%
Prefer not to answer	4,473	5.27%	80.24%	19.76%
Other-Multiple Category Response	130	0.15%	68.93%	31.07%
Total Number of Responses	84,948	100.00%	72.03%	27.97%

Claim Payments 52 Week Trend

Last 26 weeks: Weekly Payments Averaging \$9.58 million/week



Minimum wage increases of 4.46% on 1/1/25 and 3.61% on 1/1/26



Approved Insights

	YTD 2022 thru 2/28/22	YTD 2023 thru 2/28/23	YTD 2024 thru *2/28/24	YTD 2025 thru **2/28/25	YTD 2026 thru ***2/28/26	Cumulative since 1/1/22	YOY 25 to 26 Percentage Increase
Unique Employees	4,665	13,716	17,288	21,090	23,332	197,375	10.63%
Total Days Paid	171,287	468,068	541,001	640,443	713,724	14,306,165	11.44%
Total Request for Funds	\$17,199,132	\$47,956,902	\$59,122,657	\$73,784,018	\$84,217,242	\$1,573,373,791	14.14%

Of benefits paid for leaves of a week or longer since Inception:

46.80% were paid the max weekly benefit
32.33% were paid between the min and max
20.87% were paid below the minimum

Average Daily Amount

*\$105.76

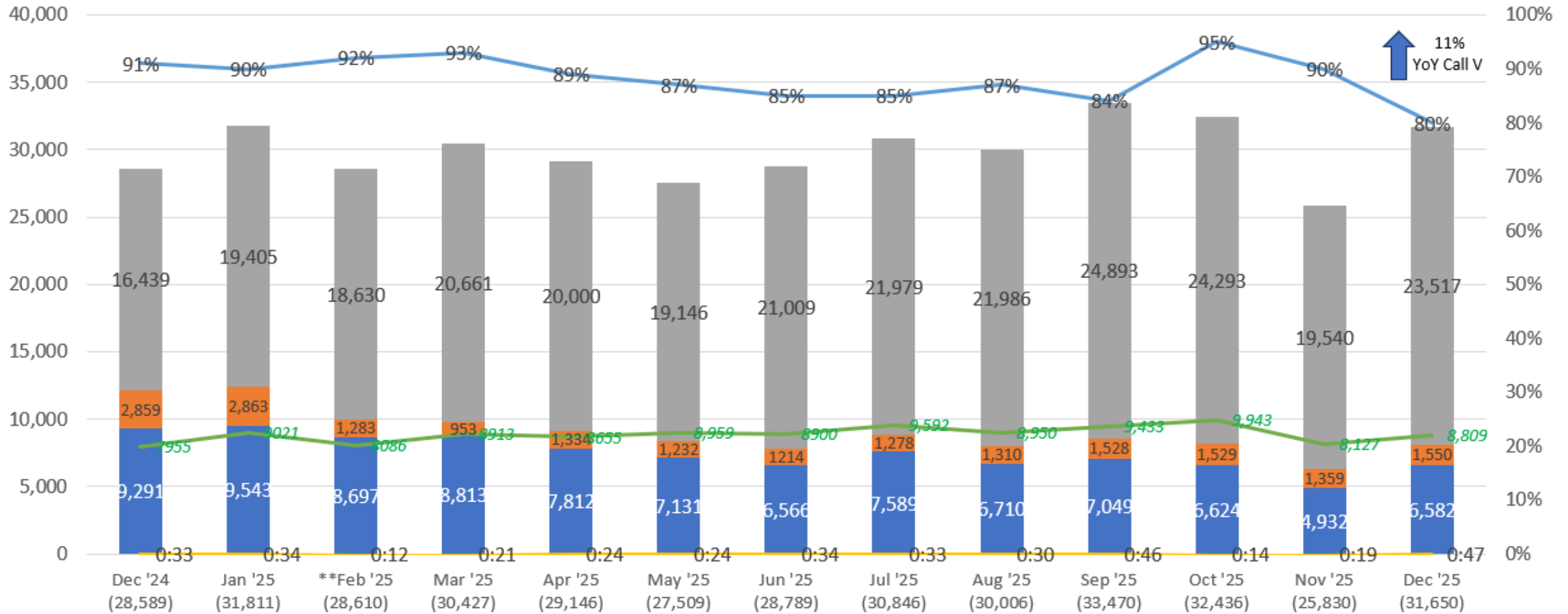
*New max \$941.40 with >= Jan 1, 2024, start dates are paid
**New max \$981 with >= Jan 1, 2025, start dates are paid
**New max \$1,016.40 with >= Jan 1, 2026, start dates are paid

Approved Insights: Volume and total based on all payments since inception; averages and % based on gross payments made between \$0.01-\$981 only
Average Daily Amount: Sum of all gross payments since inception \$0.01-\$981 divided by total days payable in those payments



Call Metrics

Month over Month Call Volume by IVR Skill



*Claim creation issue 9/25/25

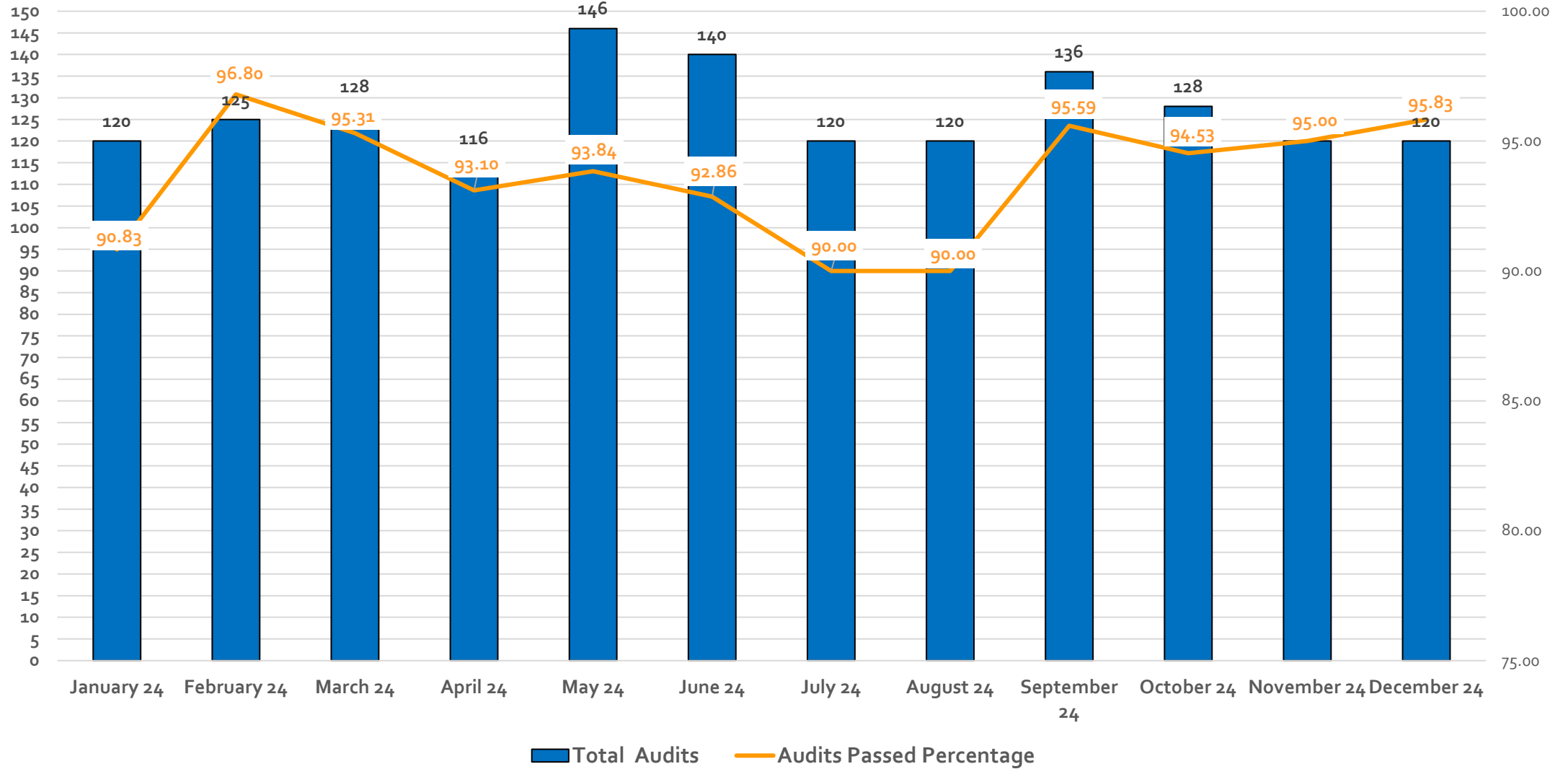
**New status and payment IVR options available 2/13/25

■ New claim skill
 ■ Payment
 ■ Existing
 ■ ASA
 — Claims
 — % Answered in 30



2024 Audits with Audits Passed Percentage

Total Audits 1539 - Audits Passing 1422 93.70%



2025 Audits with Audits Passed Percentage

Total Audits 1773 - Audits Passing 1678 94.64%

