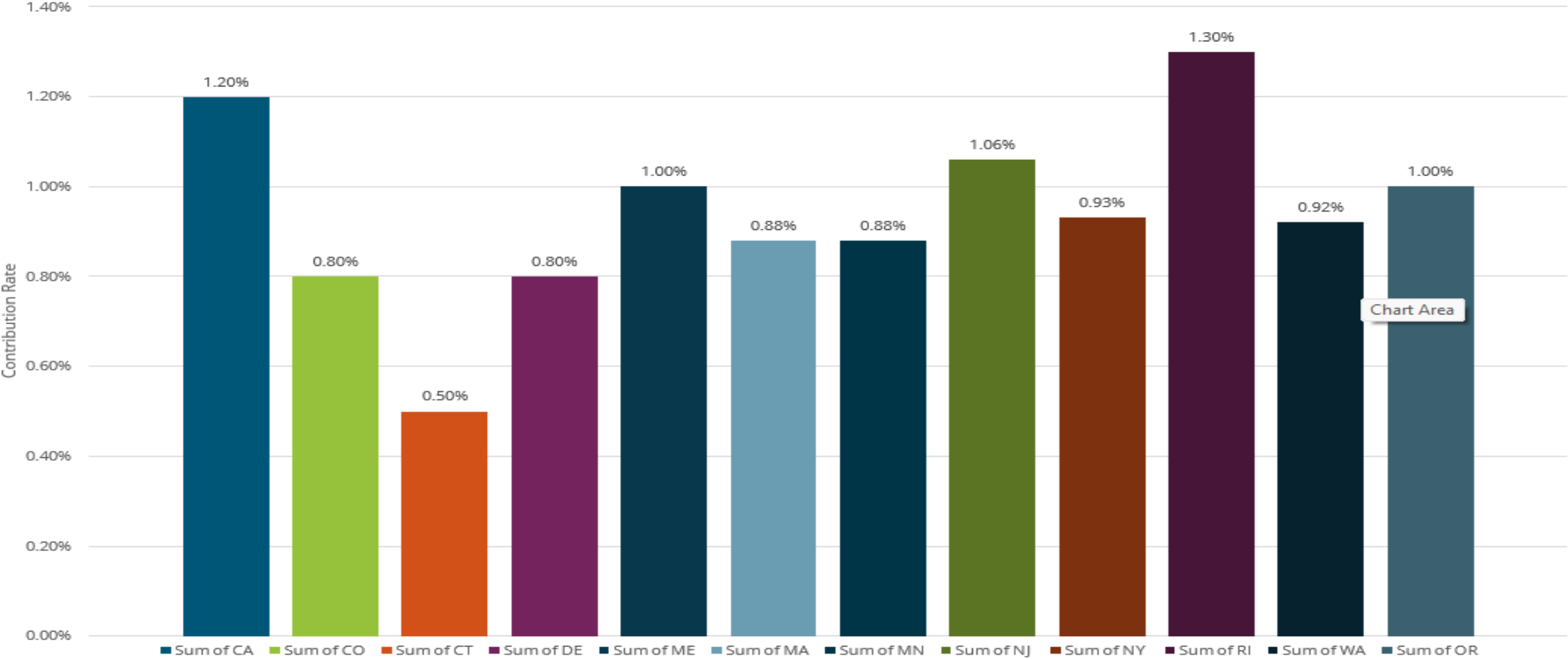


CT in comparison
with other paid leave programs

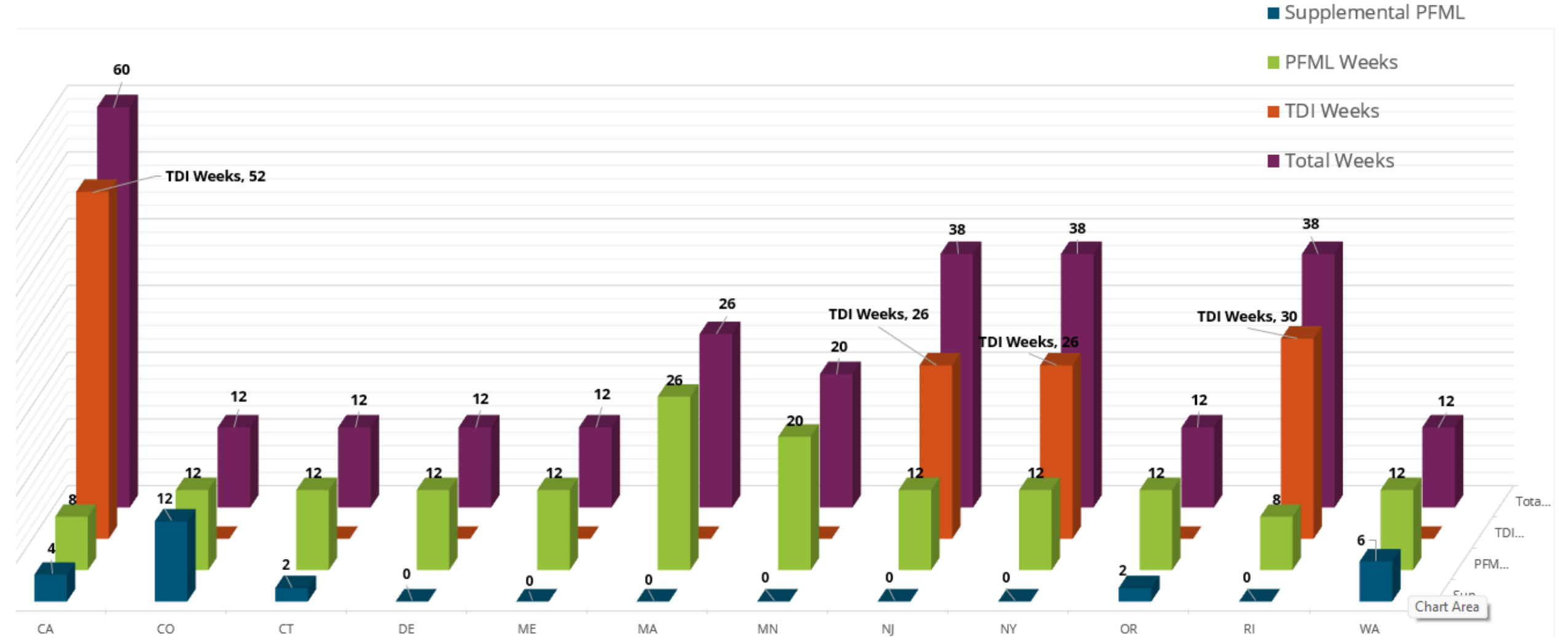
Paid Leave States Current Contribution Rates



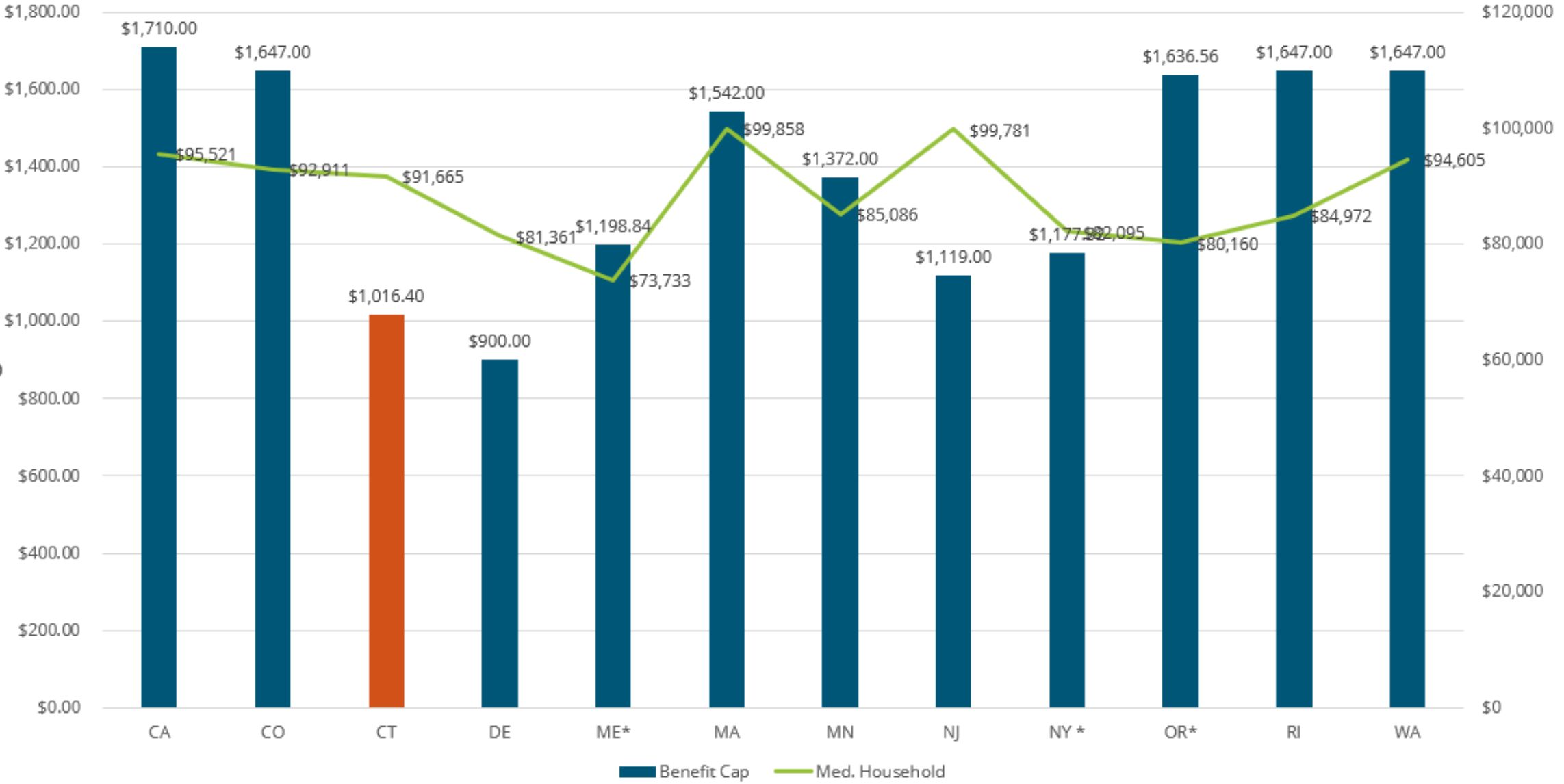
Rate Fluctuation 2015-2026

States	California	Colorado	Connecticut	Massachusetts	New Jersey	New York	Oregon	Rhode Island	Washington
average rate	1.03%	0.88%	0.50%	0.78%	0.93%	1.76%	1.00%	1.19%	0.65%
# of changes	6	1	0	3	12	8	0	4	4

2026 Total Benefit Allotment in Weeks by State and Program

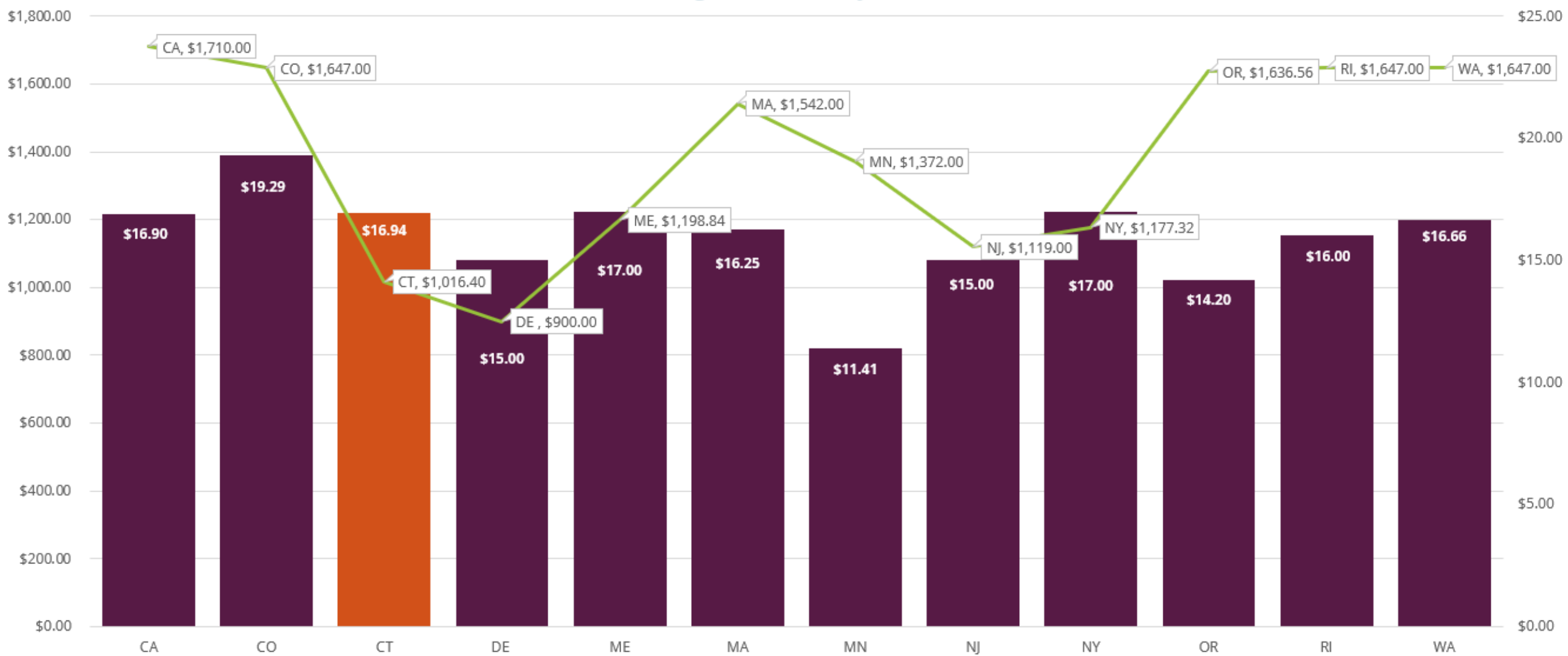


Max Weekly Benefit Payment : Median Household Income :



State	CA	CO	CT	DE	ME*	MA	MN	NJ	NY *	OR*	RI	WA
Benefit Cap	\$1,710.00	\$1,647.00	\$1,016.40	\$900.00	\$1,198.84	\$1,542.00	\$1,372.00	\$1,119.00	\$1,177.32	\$1,636.56	\$1,647.00	\$1,647.00
Med. Household	\$95,521	\$92,911	\$91,665	\$81,361	\$73,733	\$99,858	\$85,086	\$99,781	\$82,095	\$80,160	\$84,972	\$94,605

Minimum Wage : Max Weekly Benefit Amount



State	CA	CO	CT	DE	ME*	MA	MN	NJ	NY *	OR*	RI	WA
Minimum Wage	\$16.90	\$19.29	\$16.94	\$15.00	\$17.00	\$16.25	\$11.41	\$15.00	\$17.00	\$14.20	\$16.00	\$16.66
Benefit Cap	\$1,710.00	\$1,647.00	\$1,016.40	\$900.00	\$1,198.84	\$1,542.00	\$1,372.00	\$1,119.00	\$1,177.32	\$1,636.56	\$1,647.00	\$1,647.00