

The Prudential Insurance Company of America

Colorado Family and Medical Leave Insurance (CO FAMLI)

For Colorado employees Sunland Asphalt & Construction LLC

Effective January 1, 2027

The document reflects 2026 benefits and rates. Please note that 2027 benefit and rates (not yet published) will apply effective 1/1/2027.

Eligibility and Effective Date of Coverage : Any Colorado employee who has earned at least \$2,500 for work performed in Colorado during the base period or alternative base period⁽¹⁾

Amount of Benefit:

- If making 50% or less of the state average weekly wage (SAWW), benefit will be 90% of average weekly wage (AWW)
- If making more, benefit will be 90% of the portion equal to 50% of SAWW

PLUS

50% of the remaining AWW that exceeds 50% of the SAWW up to the weekly maximum benefit

- Benefits are capped at 90% of the current SAWW

Benefit Duration for which CO benefits are payable:

- Up to 12 weeks of combined qualified reasons
- Up to 4 more weeks when related to pregnancy or childbirth complications.
- Up to 12 more weeks for those with a child receiving inpatient care in the neonatal intensive care unit.

Waiting Period: No waiting period

Qualifying Leave Reasons that eligible employees may receive CO benefits for time away from work for:

- own serious health condition, including pregnancy
- bonding with a new child during the first year of birth, adoption or foster placement
- care of a family member with a serious health condition
- qualifying military exigency
- safe leave
- child admitted to the NICU

Leave Schedules for which leave can be taken:

- Continuous;
- Reduced scheduled OR
- Intermittent

Cost to Employee: In 2026, you may be required to contribute up to 0.44% of your wages up to the Social Security taxable wage base.

Qualified Family Member means:

Spouse or domestic partner	Child*
Parent*	Grandparent*
Grandchild*	Sibling* and
Any individual with whom the covered individual has a significant personal bond that is or is like a family relationship, regardless of biological or legal relationship	

***See your plan for expanded definitions**

Additional Information: This document provides a brief summary of your coverage under the CO PFML program. You may access additional information on the CO PFML website listed below:

[Home | Family and Medical Leave Insurance](#)

How do I file a claim? When can I file a claim?

Prudential is your employer's administrator for CO PFML. To submit a claim, go to www.prudential.com/mybenefits or call Prudential at 877-367-7781. Medical or other documentation substantiating the need for leave will be required. Claims should be submitted at least 30 days in advance when the leave is foreseeable or as soon possible for unforeseeable absences.

Note: Prudential will review all coverages at one time including PFML, Absence and Short-term Disability.

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(1) Refer to the Colorado Family and Medical Leave Insurance Act for exemptions.