

Paid Family & Medical Leave Enrollment & Contributions

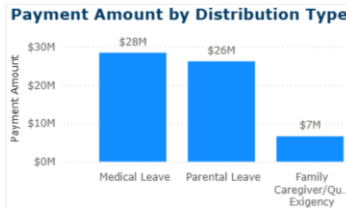
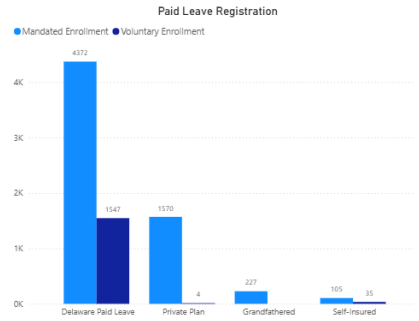
Total Employers: 7,860
Insurance Policies: 1,574 (20%)

20% of registered employers did so voluntarily

About 420,000 employees work for employers that fall under the mandate

Enrollment numbers are still coming in, but we expect that the public plan will serve @ 250k EEs

When all Contributions are tallied, we expect to receive over \$100m per year.



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Paid Family & Medical Leave (PFML) Claims

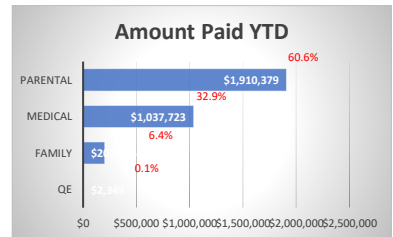
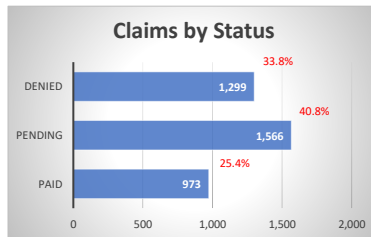
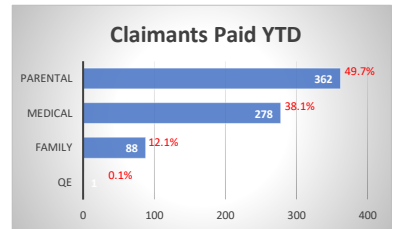
Since the start of the year, we have:

- Received 5,677 applications
- For 3,838 unique claims
- Paid out over \$3.15m in benefits
- To 729 unique claimants

Manual Wage Investigations

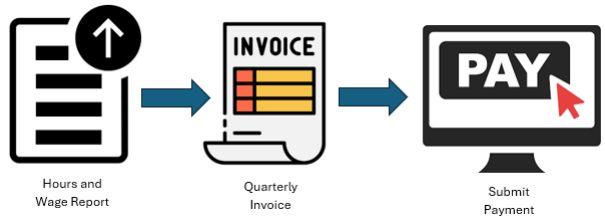
Claims halted because of missing H&W reports from employers

132 Claims from 93 Employers



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H&W Report & Contributions



All employers are required to provide an Hours & Wage report each quarter. These reports are necessary to:

- Determine the Lines of PFML coverage an employer is responsible for providing their employees;
- Calculating the PFML Contributions owed by the employer
- Accurately & efficiently determine employee eligibility & pay out benefits

87% of registered employers have their H&W reports submitted on their behalf by about 200 payroll service company (or other types of Third Party Administrators).

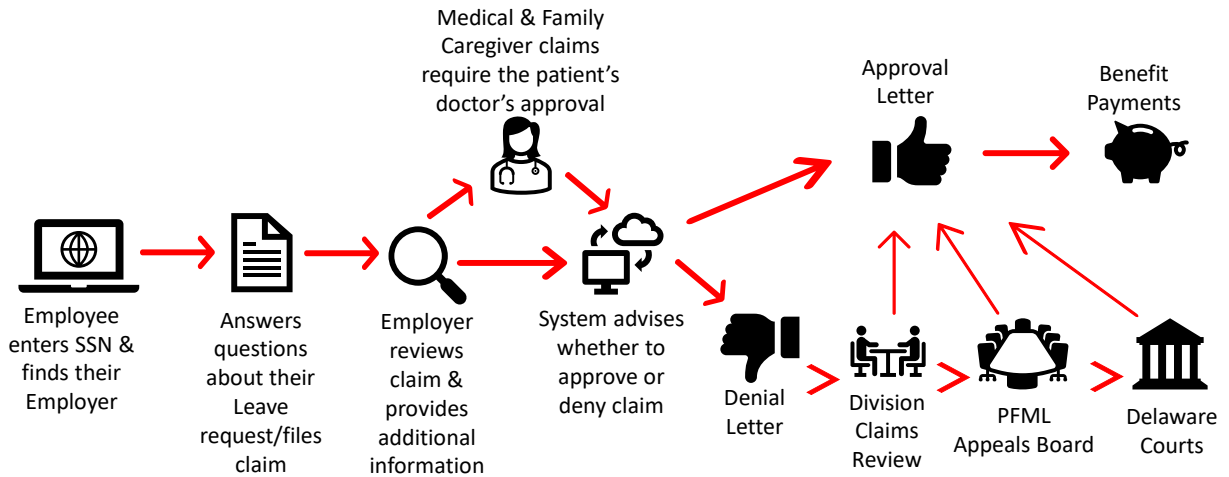
We need this information from employers with Private Plans because we will use them for Appeals & Audits.

Starting in December, employers will be submitting their UI Wage reports through this same system, through a single bulk upload.



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Claims Process



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Actuarial Study

	2025	Scenario A Healthy Delaware Families Act		Scenario B SHS1 for HB128		Scenario C Proposed Changes	
		2026	2027	2026	2027	2026	2027
Starting Trust Fund Balance	\$0.0	\$40.0	\$201.9	\$40.0	\$169.0	\$40.0	\$145.4
Contributions Received	\$40.0	\$134.4	\$164.0	\$134.4	\$164.0	\$134.4	\$164.0
Contributions Received but Earned in Prior Years	\$0.0	\$70.0	\$0.0	\$70.0	\$0.0	\$70.0	\$0.0
Contributions Earned but not Received	\$70.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0
Total Income	\$40.0	\$204.4	\$164.0	\$204.4	\$164.0	\$204.4	\$164.0
Total Benefit Payments	\$0.0	\$35.1	\$43.0	\$67.4	\$82.0	\$90.6	\$111.0
Administrative Expenses	\$0.0	\$10.4	\$15.0	\$10.4	\$15.0	\$10.4	\$15.0
Total Outlays	\$0.0	\$45.5	\$58.0	\$77.8	\$97.0	\$101.0	\$126.0
Current Year Surplus	\$40.0	\$158.9	\$106.0	\$126.6	\$67.0	\$103.4	\$38.0
Investment Income	\$0.0	\$3.0	\$6.0	\$2.4	\$0.0	\$2.0	\$3.0
Ending Trust Balance	\$40.0	\$201.9	\$313.9	\$169.0	\$236.0	\$145.4	\$186.4

All three Scenarios indicate that the rates are sufficient based on expected claims utilization.

However, if claims were to increase in number & severity beyond what is expected (for instance, due to a new pandemic), Scenario C has smaller cushion to protect the rates.

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