

PAID FAMILY LEAVE BENEFIT SCHEDULE

New York State's Paid Family Leave Law will phase in over four years with a gradually increasing benefit amount and duration, as depicted below.

| Effective Date | Maximum Length of Paid Leave | Amount of PFL Benefits (expressed as % of the employee's average weekly wage (AWW)) | Maximum Amount of PFL Benefits Payable (expressed as % of the NY AWW) |
|-----------------------|-------------------------------------|---|--|
| January 1, 2018 | 8 weeks | 50% | 50% |
| January 1, 2019 | 10 weeks | 55% | 55% |
| January 1, 2020 | 10 weeks | 60% | 60% |
| January 1, 2021 | 12 weeks | 67% | 67% |