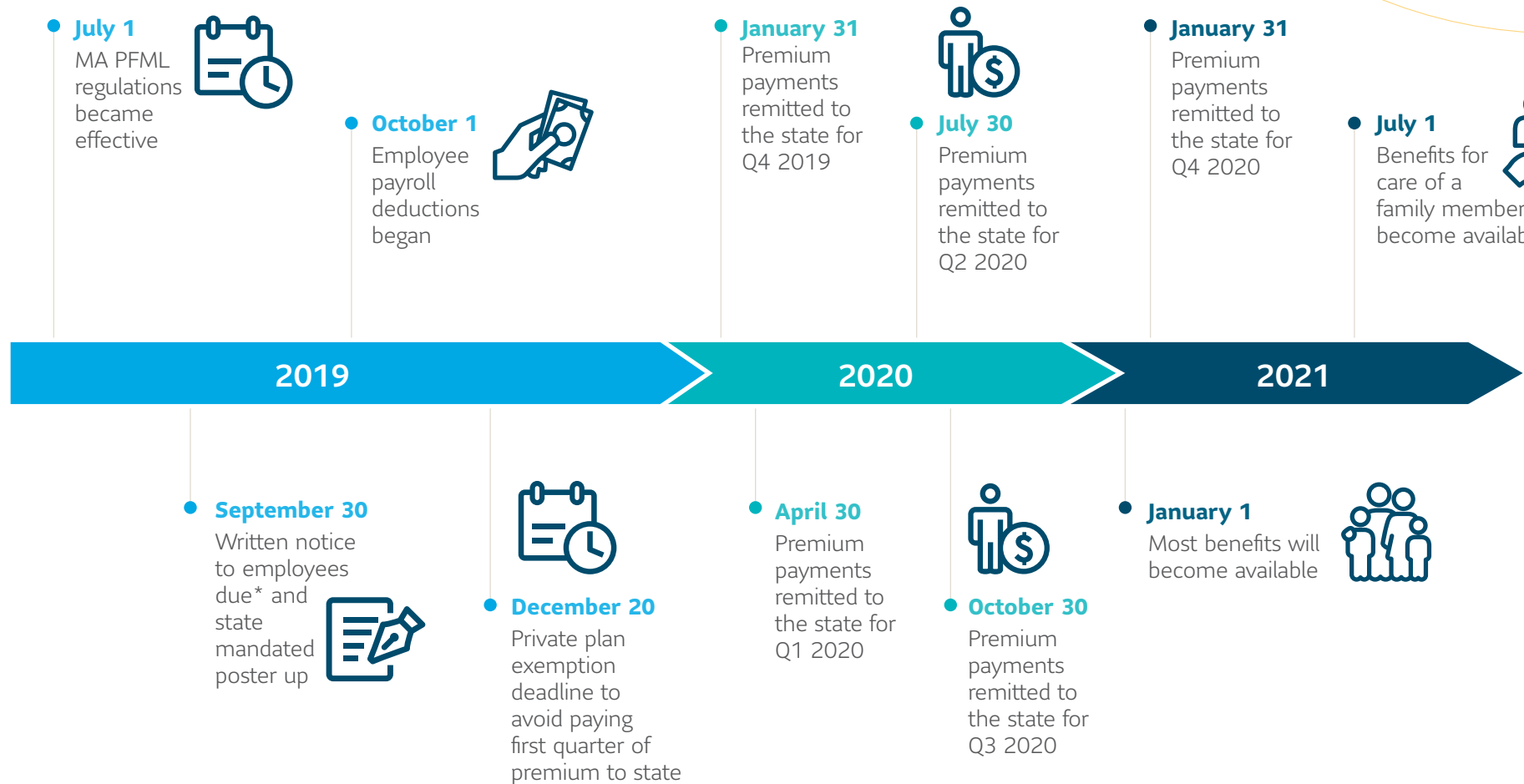
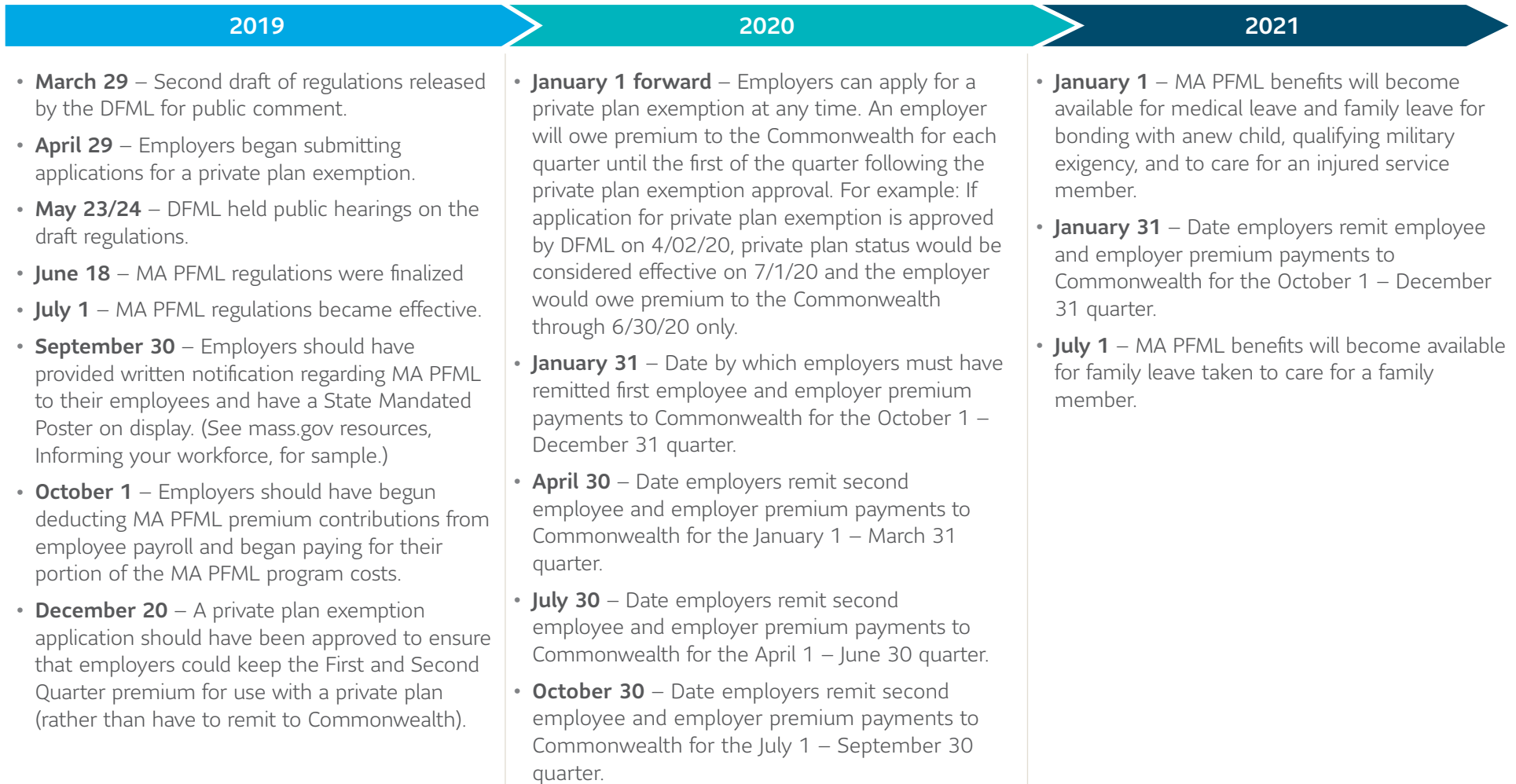


Massachusetts Paid Family and Medical Leave (MA PFML) milestones



*There is a requirement to provide notice going forward to all new employees within 30 days of employment or with a change to Employer's PFML Plan.

Detailed milestones



The information in this document is based on our knowledge of the current MA PFML law and regulations. If the regulations are revised or if the law itself is amended, we will update this document. This document is not intended to be and should not be construed as legal advice. Employers are encouraged to consult employment law counsel for legal advice. Subject to approval by the Massachusetts Division of Insurance, Sun Life's self-funded or administrative-services-only MA PFML solution will be administered by Sun Life Assurance Company of Canada. This service is not insurance. When available, Sun Life's fully-insured MA PFML coverage, will be issued by Sun Life Assurance Company of Canada.

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