



AUTODESK VOLUNTARY DISABILITY INSURANCE PLAN

All California employees of Autodesk are automatically enrolled in the Autodesk Voluntary Disability Insurance (VDI) plan. Upon written request, you may opt out of the VDI plan and be enrolled in the California State Disability Insurance (SDI) program. You must be enrolled in either VDI or SDI, you cannot opt out of both (per California law).

WAIVER OF PARTICIPATION

I have reviewed the VDI plan information on page 2 and understand the advantages of the VDI plan. However, I wish to participate in the SDI program. By submitting this signed waiver, I understand that:

1. I will be enrolled in the California SDI program at the beginning of the next calendar quarter;
2. A 1.2% SDI contribution rate will be deducted from all taxable earnings I receive and there is no cap on my SDI contributions;
3. Under the VDI plan, a 1.0% contribution rate would be deducted from taxable earnings I receive, up to \$250,000 for 2025. There would be a cap of \$2,500 on my VDI contributions for 2025;
4. Even if my total taxable earnings (which include, but aren't limited to, salary, bonus, commissions, and RSU vesting) are less than the \$250,000 VDI wage cap, the VDI would be less costly to me because the VDI contribution rate is lower than the SDI contribution rate;
5. I will not be eligible for any of the benefits or privileges under the Autodesk VDI plan, including a combined leave of absence/VDI application process that is administered by The Larkin Company;
6. Should I need to file a claim for disability or paid family leave benefits under SDI, I must submit a claim to the Employment Development Department (EDD) and resolve any payment discrepancies directly with the EDD. This EDD claim would be in addition to any paperwork I am required to submit to The Larkin Company to apply for a leave of absence. I understand The Larkin Company cannot assist me with EDD-related issues;
7. Participating in SDI does not reduce the amount of top-up pay I may be eligible to receive from Autodesk during short-term disability and paid parental leave. I can refer to the Autodesk Leave of Absence policy for full details;
8. The rates and limits referenced in #2 and #3 above are subject to change in future years. Such changes will not require me to submit a new waiver form. This waiver form will stay in effect unless/until I submit a VDI election form;
9. I can opt into the VDI plan at any time by submitting a signed VDI election form and waiting until the beginning of the next calendar quarter.

Print Name

Employee ID

Signature

Date

To submit this request for processing, please open a case with AskPPL and attach page 1 of this signed form.

Cost comparison of SDI vs. VDI plan

The cost of the Autodesk VDI plan will be lower for all California Autodeskers, as detailed below:

Plan features	2025 California SDI Plan	2025 Autodesk VDI Plan
Employee Contribution Rate on Taxable Wages	1.2%	1.0%
Maximum Annual Employee Cost in 2025	No maximum (Also refer to table below)	\$2,500
Weekly Disability and Paid Family Leave Benefit %	70% of base period earnings (historical)	70% of earnings on claim date (current)
Maximum Weekly Disability or Paid Family Leave Benefit	\$1,681	\$1,700

Maximum contributions to SDI vs. VDI plan

Below are some examples that illustrate the difference in SDI vs. VDI contributions based on various levels of taxable earnings:

2025 total taxable wages (examples)	2025 SDI - Unlimited wage ceiling - 1.2% contribution rate - No contribution max	2025 VDI - \$250,000 wage ceiling - 1.0% contribution rate - \$2,500 contribution max	2025 Additional cost to participate in SDI
\$100,000	\$1,200	\$1,000	\$200
\$200,000	\$2,400	\$2,000	\$400
\$300,000	\$3,600	\$2,500	\$1,100
\$400,000	\$4,800	\$2,500	\$2,300

The impact of VDI plans on the SDI program

The State of California requires all VDI plans to pay **substantial assessment fees** into the SDI program to ensure the SDI program remains financially solvent and able to pay benefits to current and future claimants. At the same time, the SDI program is incurring lower administrative costs due to VDI claims being processed by the respective VDI plan administrators rather than by the SDI program staff.