

| REQUIRED COMPLIANCE ACTION   | DATE REQUIRED      |
|--|--------------------|
| Post Mandatory PFML Workplace Poster.<br><br><a href="#"><u>Link to Poster</u></a>   | July 1, 2019       |
| Provide Mandatory Notice and Acknowledgement from Employees.<br><br><a href="#"><u>Link to Notice Template</u></a>                                       | July 1, 2019       |
| Payroll Deductions Begin.  | July 1, 2019       |
| Deadline to File for Private Plan Exemption.<br><br><a href="#"><u>Link to Plan Exemption Application Questions</u></a>                                  | September 20, 2019 |
| File First Quarterly Report.   | October 2019       |
| Remit Contributions for July through September through MassTaxConnect.   | October 31, 2019   |
| Benefits Available for Bonding with a New Child; Managing Family Affairs when a Family Member is on Active Duty; and Serious Personal Health Conditions. | January 1, 2021    |
| All Benefits Available (Including Family Leave).   | July 1, 2021       |