# **Plan Highlights**

# **Group Long Term Disability Insurance**



# **Sonesta International Hotels Corporation**

#### COVERAGE

Disability income protection insurance provides a benefit for long term disability resulting from a covered injury or sickness. Benefits begin at the end of the elimination period and continue while you are disabled up to the maximum benefit duration.

#### **ELIGIBILITY**

All Active Full-Time Exempt Employee enrolled in the buy--up option prior to 5/1/22 (Closed Class) working 30 hours or more per week, except for any person working on a temporary or seasonal basis.

# **CONTRIBUTION REQUIREMENTS**

Coverage is 100% Employee Paid.

## **ELIMINATION PERIOD**

90 consecutive days of total disability.

# **BENEFIT AMOUNT**

The benefit amount is equal to 66.67% of your monthly covered earnings, from a minimum of \$100, to a maximum benefit of \$10,000 per month.

#### **MAXIMUM BENEFIT DURATION**

Benefits will not extend beyond the longer of your Social Security Normal Retirement Age or Duration of Benefits below:

| Duration of Benefits |
|----------------------|
| To Age 65            |
| 3 1/2 Years          |
| 3 Years              |
| 2 1/2 Years          |
| 2 Years              |
| 1 3/4 Years          |
| 1 1/2 Years          |
| 1 1/4 Years          |
| 1 Year               |
|                      |

#### **FEATURES**

- Extended Disability Benefit
- ▶ Military Services Leave of Absence
- FMLA Continuation
- Own Occupation Coverage To Age 65
- Rehabilitation Provision
- Residual and Partial Disability
- ► Survivor Benefit 3 months
- Transfer of Coverage Provision
- Work Incentive & Child Care Provisions
- Worksite Modification Benefit

#### **VALUE-ADDED SERVICES**

- Employee Assistance Program
- Travel Assistance Services
- ID Theft Recovery Services

## **LIMITATIONS**

- Pre-Existing Condition Limitation: 3/2
- Mental & Nervous Limitation 24 months outpatient
- ▶ Substance Abuse Limitation 24 months
- Offsets: your benefit may be reduced by other income sources such as, but not limited to, Social Security, Workers Compensation, State Disability Plans



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This Plan Highlight is not a complete description of the insurance coverage. Insurance is provided under group policy form LRS-6564, et al. This is not a binding contract. Should there be a difference between this Plan Highlight and the contract, the contract will govern. The Certificate of Coverage will be made available to you that describes the benefits in greater detail; however a benefit will not be paid if caused or contributed by an exclusion listed in the Certificate.

Reliance Standard Life Insurance Company is licensed in all states (except New York), the District of Columbia, Puerto Rico, the U.S. Virgin Islands and Guam. In New York, insurance products and services are provided through First Reliance Standard Life Insurance Company, Home Office: New York, NY. Product features and availability may vary by state.