

## 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 Non-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:

Age at Disablement	Duration of Benefits
61 or less	To Age 65
62	3 1/2 Years
63	3 Years
64	2 1/2 Years
65	2 Years
66	1 3/4 Years
67	1 1/2 Years
68	1 1/4 Years
69 or more	1 Year

### FEATURES

- ▶ Extended Disability Benefit
- ▶ Military Services Leave of Absence
- ▶ FMLA Continuation
- ▶ Own Occupation Coverage – 24 Months
- ▶ 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