



2022 Benefits At A Glance

CARROLLTON SUPPORT CENTER | FULL-TIME TEAM MEMBER

BENEFIT	PAID BY	OVERVIEW			
From Day 1					
Paid Holidays	G6 Hospitality	The G6 Corporate offices close to celebrate 9 recognized holidays. The office may close early the work day before a holiday. Consult the G6 Intranet for the current year's specific dates and early dismissal times. The recognized holidays are: New Year's Day • Martin Luther King Jr. Day • President's Day • Memorial Day • Independence Day • Labor Day • Thanksgiving Day and the Day After Thanksgiving • Christmas Day. For more information see the Team Member Handbook.			
Bereavement Days	G6 Hospitality	Team members are provided up to 3 days off with pay in the event of the death of an immediate family member.			
Jury Duty	G6 Hospitality	Team members are provided up to 40 hours per jury summons.			
Perks at Work	G6 Hospitality	Perks at Work is an online discount provider team members use to purchase items and services at lower rates. Discounted items include electronics, apparel, flowers, jewelry, travel, automobiles and more.			
Employee Assistance Program (EAP)	G6 Hospitality	Team members and their households can confidentially address and resolve personal and workplace challenges. The EAP is available 24 hours a day, seven days a week. Use up to 3 face-to-face sessions per team member and household, per issue, per year, at no charge. EAP also offers resources to help with budgeting, fitness, healthy eating, finding child care and more.			
Corporate America Family Credit Union	G6 Hospitality	The credit union provides team members with services and products to help reach financial goals. Team members can open free checking and savings accounts. Special promotions are offered exclusively to team members.			
Tobacco Cessation Program	G6 Hospitality	If a team member and/or their spouse plan to enroll in our medical plan, but is currently a tobacco user, the company offers a FREE tobacco Cessation program to assist in kicking the habit. To be eligible for the tobacco-free incentive (which lowers your medical premiums), participants must complete the tobacco cessation program prior to enrolling in the medical plan and their benefit effective date. Get started by emailing the Benefits Department at: teammemberhrservices@g6hospitality.com .			
Business Travel Insurance		Team members are covered in the event of death or accident while traveling on company business. If team members travel to places where medical facilities do not exist or are limited, medical evacuation is provided when necessary.			
Transit & Parking Spending Team Member Accounts	Team Member	Transit pretax spending accounts can be used to pay for public transportation (buses, ferries, trains, etc.). Parking pretax spending accounts can be used to pay for parking fees.			
2 Months: Eligibility begins on the first of the month following 2 months of full-time employment. Eligible team members may cover their families, including spouses and children (up to age 26).					
Retirement 401(k)	G6 Hospitality & Team Member	The company offers a 401(k) retirement program with both a pre-tax and Roth post-tax options, which is funded by the team member and the company. Depending on age and income, you can contribute up to 75% of your income. The company will contribute 100% matching contributions on the first 3% of your contribution and 50% on the next 2% deferred. You are fully vested in all contributions (yours and the company's) as soon as you begin deferring income.			
Medical & Prescription Drug Plan	G6 Hospitality & Team Member	The company offers 2 medical plan options through Aenta: Value Plan with optional Health Savings Account (HSA), and the Classic Plan. These plans feature different deductibles, co-insurance or co-pays, out-of-pocket limits and coverage levels to meet a variety of needs. The Classic Plan has flat co-pays for services such as office visits. Prescription drug coverage through OptumRx is included with medical enrollment.	Coverage & Rates ¹	Value Plan	Classic Plan
			Team Member Only	\$67	\$139
			Team Member & Spouse	\$217	\$387
			Team Member & Children	\$179	\$321
Team Member & Family	\$323	\$555			
Biometric Screening Incentive	G6 Hospitality	Team members and spouses are eligible for a FREE biometric screening annually in the Fall and participating will reduce their bi-weekly medical premiums by \$20 (\$10 off weekly premiums). Team members newly enrolled in a medical plan on or after September 1, 2021, will automatically receive the \$20 incentive in 2022 for themselves and their spouses, but must complete a screening to receive the incentive in 2022.			
Tobacco-Free Incentive	G6 Hospitality	Team members and spouses who are tobacco-free are each rewarded with a \$20 reduction in their bi-weekly medical premiums (\$10 off weekly premiums). Team members and spouses who are tobacco users today can participate in the FREE Tobacco Cessation Program through Aetna to help them quit in order to be eligible for the incentive in the future.			
Dental	Team Member	There are 2 dental options available through Delta Dental: High DPO and Low DPO. The DPO dental plans offer both in-network and out-of-network coverage. Each dental plan includes two FREE annual cleanings and associated oral examinations. Preventative services are covered at 100%.	Coverage & Rates ¹	Low DPO	High DPO
			Team Member Only	\$5.95	\$11.58
			Team Member & Spouse	\$11.84	\$23.16
			Team Member & Children	\$13.92	\$27.20
Team Member & Family	\$19.84	\$38.77			

¹Rates listed are bi-weekly.



2022 Benefits At A Glance

CORPORATE | FULL-TIME TEAM MEMBER

BENEFIT	PAID BY	OVERVIEW					
2 Months: Eligibility begins on the first of the month following 2 months of full-time employment. Eligible team members may cover their families, including spouses and children (up to age 26).							
Vision ²	Team Member	Vision benefits are provided by VSP (Vision Service Plan) and offers an extensive nationwide network of eye care professionals who provide eye exams, as well as glasses and contact lenses. The vision plan includes an annual eye exam and new glasses/contacts every year.					
			Coverage & Rates ¹	Classic Plan			
			Team Member Only	\$3.58			
			Team Member & Spouse	\$6.64			
			Team Member & Children	\$6.96			
Team Member & Family	\$10.25						
Health and Dependent Care Savings Accounts	Team Member	Pretax spending accounts can be used to pay for health care expenses that are not covered under the medical, dental or vision plans or to pay for eligible dependent care (day care) expenses.					
Basic Life and AD&D Insurance	G6 Hospitality	Basic Life and AD&D coverage equivalent to 2 times your annual salary is provided by the company at no cost to the team member. The coverage amount is rounded up to the next higher \$1000, for a maximum of \$700,000.					
Team Member Supplemental Life and AD&D Insurance	Team Member	Supplemental Life coverage can be purchased in increments of 1, 2, 3, 4, or 5 times base annual salary, up to a maximum of \$500,000. When initially eligible, team members may enroll for up to the lesser of 3 times or \$300,000 in coverage without proof of good health. Supplemental AD&D coverage can also be purchased in increments of 1, 2, 3, 4, or 5 times base annual salary, up to a maximum of \$500,000. Per-paycheck costs of Supplemental Life and AD&D coverage is based on age and amount of coverage chosen.					
Spouse Supplemental Life and AD&D Insurance	Team Member	Supplemental Life and/or AD&D coverage can be purchased for a spouse in increments of \$10,000, up to 50% of the combined total of Basic and Supplemental coverage, respective to each plan. The maximum amount of spousal coverage allowed for each plan is \$250,000. Team Member Supplemental coverage must be elected to be eligible to elect Spouse Supplemental coverage, respective to each plan. When initially eligible, team members may enroll in up to \$50,000 in Spouse Life coverage without proof of good health. Exclusions may apply if the spouse has a serious health condition or is considered disabled at the time of enrollment. Spouse coverage is limited to people age 69 or under. Per paycheck costs of coverage are based on the spouse's age and the amount of coverage chosen.					
Child Supplemental Life and AD&D Insurance	Team Member	Supplemental Life and/or AD&D coverage can be purchased for a child in the amounts of: \$2,500, \$5,000, \$7,500, or \$10,000. Team Member Supplemental coverage must be elected to be eligible to elect Child Supplemental coverage, respective to each plan. Coverage for infants begins on the 14th day after birth. Per-paycheck costs are based on the amount of coverage chosen.					
MetLife Legal	Team Member	Team members receive advice and covered legal services for a wide range of personal legal matters. MetLife has a nationwide network of prequalified attorneys. Visit with an attorney any time there is a personal legal concern.					
Pet Insurance	Team Member	New in 2022! To align with our pet friendly hotel policy, you can purchase pet insurance for your "fur babies" through Nationwide. Learn more and enroll directly with Nationwide at benefits.petinsurance.com/g6hospitality or by calling 877-738-7874.					
90 Days: Eligibility begins after 90 days of service							
Personal Days	G6 Hospitality	Team members are given a maximum of 6 paid personal days per calendar year, beginning with the first day of the New Year after 90 days of employment. Personal days during the first year of employment are prorated based on hire date. Pay is based on an 8-hour day. Personal days can be used for any type of time away. Unused personal time will not be carried over from one year to the next and is not paid in the event you leave the company for any reason.					
6 Months: Eligibility begins following 6 months of full-time employment²							
Vacation Plan	G6 Hospitality	All team members are eligible for Vacation based on the number of eligible hours worked. The amount of paid vacation a team member receives each year varies based on length of service and eligible hours worked during the pay period.					
			Completed Years of Service	Earnings Rate per Hour	Eligible Maximum Hours per Week	Earned Maximum Hours per 12 Months	Maximum Balance Cap
			0-4 Years	0.038462	1.538462	80 hours	120 hours
			5-9 Years	0.057693	2.307720	120 hours	180 hours
10+ Years	0.076924	3.076960	160 hours	240 hours			
1 Year: Eligibility begins on the first of the month following 12 months of full-time employment							
Short Term Disability (STD)	G6 Hospitality	STD provides income for team members who become disabled and cannot work. The STD plan pays 75% of covered weekly earnings the first six weeks of disability, after a five days waiting period. The second six weeks of disability are paid at 65% of covered weekly earnings.					
Long Term Disability (LTD)	G6 Hospitality	LTD benefits begin after 90 days of continuous disability and continue up to age 65 or the end of the disability. The plan pays 60% of covered monthly earnings up to \$10,000 each month the team member is unable to work. The benefit may be offset by other income such as Social Security Disability Benefits.					
Education Reimbursement	G6 Hospitality	The company will assist eligible team members who work more than 30 or more hours a week and have been employed one year to develop additional skills by reimbursing a portion of the tuition costs and books. The maximum reimbursement per calendar year is \$3000.					
After 5 Years							
Service Awards	G6 Hospitality	Service is recognized on each 5-year anniversary with an anniversary bonus and gift.					