



# 2022 Benefits At A Glance

## CALIFORNIA FIELD | FULL-TIME TEAM MEMBER

| BENEFIT  | PAID BY                          | OVERVIEW   |                               |            |              |
|--|----------------------------------|--|-------------------------------|------------|--------------|
| <b>From Day 1</b>  |                                  |  |                               |            |              |
| Paid Holidays  | Motel 6 / Studio 6               | Motel 6 & Studio 6 properties in California observe 2 holidays: Thanksgiving and Christmas Day. In order to receive Holiday Pay, team members must be scheduled and work the day of the actual holiday. For more information see the current Team Member Handbook.   |                               |            |              |
| Perks at Work  | Motel 6 / Studio 6               | 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)  | Motel 6 / Studio 6               | 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  | Motel 6 / Studio 6               | 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  | Motel 6 / Studio 6               | 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: <a href="mailto:teammemberhrservices@g6hospitality.com">teammemberhrservices@g6hospitality.com</a> . |                               |            |              |
| 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.  |                               |            |              |
| <b>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).</b> |                                  |  |                               |            |              |
| Retirement 401(k)  | Motel 6 / Studio 6 & 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   | Motel 6 / Studio 6 & Team Member | The company offers 2 medical plan options through Aetna: 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 <sup>1</sup> | 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  | Motel 6 / Studio 6               | 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   | Motel 6 / Studio 6               | 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 <sup>1</sup> | 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  |                               |            |              |

<sup>1</sup>Rates listed are bi-weekly.



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|--|--------------------|--|-------------------------------|-----------------------------|--------------|-------------------------------|------------------------------------|---------------------|
| <b>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).</b> |                    |  |                               |                             |              |                               |                                    |                     |
| Vision <sup>2</sup>  | 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 <sup>1</sup> | 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 FSA  | 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  | Motel 6 / Studio 6 | 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 <a href="https://benefits.petinsurance.com/g6hospitality">benefits.petinsurance.com/g6hospitality</a> or by calling 877-738-7874.   |                               |                             |              |                               |                                    |                     |
| <b>90 Days: Eligibility begins after 90 days of service</b>  |                    |  |                               |                             |              |                               |                                    |                     |
| Paid Sick Leave <sup>2</sup>   | Motel 6 / Studio 6 | California team members are granted 24 hours Paid Sick Leave per calendar year, beginning the first day after 90 days of employment and thereafter annually on the original grant date. Paid Sick Leave is not paid in the event you leave the company for any reason, nor does it carry over from grant year to grant year.   |                               |                             |              |                               |                                    |                     |
| <b>1 Year: Eligibility begins on the first of the month following 12 months of full-time employment</b>  |                    |  |                               |                             |              |                               |                                    |                     |
| Earned Time Off (ETO) <sup>2</sup>   | Motel 6 / Studio 6 | All team members are eligible for Earned Time Off based on the number of eligible hours worked. The amount of paid ETO a team member receives each year varies based on length of service and eligible hours worked during the pay period.   |                               |                             |              |                               |                                    |                     |
|  |                    |  | Completed Years of Service    | Completed Months of Service | Accrual Rate | Maximum Hours Earned per Week | Maximum Hours Earned per 12 Months | Maximum Balance Cap |
|  |                    |  | 0-2 Years                     | 0 Months                    | 0.019231     | 0.769231                      | 40 hours                           | 80 hours            |
|  |                    |  | 2-5 Years                     | 24 months                   | 0.038462     | 1.538462                      | 80 hours                           | 120 hours           |
|  |                    |  | 5-15 Years                    | 60 Months                   | 0.057693     | 2.307720                      | 120 hours                          | 180 hours           |
|  |                    |  | 15+ Years                     | 180 Months                  | 0.076924     | 3.076960                      | 160 hours                          | 240 hours           |
| <b>After 5 Years</b>   |                    |  |                               |                             |              |                               |                                    |                     |
| Floating Holidays  | Motel 6 / Studio 6 | California team members with 5 or more years of service will receive 2 additional paid "holidays" per year to be used at their discretion with approval.   |                               |                             |              |                               |                                    |                     |
| Service Awards   | Motel 6 / Studio 6 | Service is recognized on each 5-year anniversary with an anniversary bonus and gift.   |                               |                             |              |                               |                                    |                     |

<sup>\*</sup>Additional benefits may apply based on municipality and/or state requirements.

<sup>1</sup> Rates listed are bi-weekly.

<sup>2</sup> Paid Sick Leave and Earned Time Off may differ by location depending on local statutes. Your supervisor will have more information if you are covered under a different plan.

<sup>3</sup> Hours are available immediately after waiting period ends.