



COOPER HOTELS BENEFITS PACKAGE

A BRIEF SUMMARY OF OUR BENEFIT PROGRAMS IS AS FOLLOWS:

INSURANCE COVERAGE

Our **Group Medical Plan** is offered to employees at the low monthly cost of \$75 for single coverage and \$244 for family coverage on the first of the month following 90 days of full-time service.

Our low premium compares very favorably to most medical plans that in many cases would cost several thousand dollars more than our plan, for similar coverage.

Any employee who is enrolled in the Group Medical Plan is offered life insurance and accidental death and disability for yourself and your family at no additional cost with the level of insurance based on your work position.

Our Group Medical Plan now includes a **WORKING SPOUSE RULE**. If your spouse is an eligible employee with access to coverage that meets the requirements of minimum essential coverage through his (her) own employer, your spouse is not eligible to be covered by the Cooper Group Medical Plan, except as a secondary payer.

More than four hundred and fifty employees along with their spouses and their families participate in our medical plan. Our group medical plan meets all essential coverage requirements with no annual or lifetime limitations.

TELADOC service is also available to our employees! Teladoc is the largest provider of tele-health medical consultations in the United States, giving you 24/7/365 access to quality medical care through phone and video consults.

VOLUNTARY GROUP DENTAL, VISION, LIFE INSURANCE AND SHORT-TERM DISABILITY

Coverages are offered to all employees who are covered on the Group Medical Plan. These voluntary benefits have proven to be helpful to several hundred of our employees.

PRE-TAX FLEX BENEFITS

Flex benefits allow certain benefits (including premiums for our group medical plan, uncovered medical related costs and child care) to be paid on a before tax basis.

RETIREMENT

All employees who are at least twenty-one years of age, with one year of service and 1000 hours worked are eligible to participate in the Cooper Companies 401(k) Savings and Retirement Plan. The company matches 50% of the first 4% of the employee's gross wages that are contributed to the plan.

PAID HOLIDAYS

New Year's Day, Memorial Day, Labor Day, Thanksgiving Day, Christmas Day and your birthday

VACATIONS

One week after one year of continuous full-time service, two weeks after two years of continuous full-time service, and three weeks after eight years of continuous full-time service.

Vacation time must be taken during the period earned and does not vest with the employee. Regular part-time service carries proportional vacation time.

PAID DAYS

All full-time employees earn one paid day off at a start of each calendar quarter, based on perfect attendance during the past quarter.

You may accumulate a total of eight days off. PAID days do not vest with employees and lapse upon termination of employment.

VACATION TRAVEL

All employees after three months of continuous service are entitled to either discounted or free rooms at Cooper affiliated hotels, on a space available basis, and may use the HILTON.COM system for employee room rates.

GOVERNMENT REQUIRED BENEFITS

We include all required governmental benefit programs including Social Security, Medicare, federal and state employment insurance, workers' compensation and family medical leave.

OUR HOTEL COMPANY

Since our founding in 1962, Cooper Hotels has always valued long-term relationships with our customers, vendors and our employees.

Over the years, our benefits program has been structured and revised to recognize hard work and longevity as an incentive and reward for employees who consistently work to provide excellent service to our guests and help maintain us as one of the premier, privately-owned hotel development and management companies in the USA.

OUR PROFESSIONAL PARTNERS

