



Changes to your Unum Benefits



Effective 1/1/24, Meritage Hospitality Group Inc's voluntary Unum plans will be replaced with a new enhanced plan design. These new benefits will offer more comprehensive coverage, additional covered conditions, and more attractive rates for most employees. This document is just an overview of your benefit plan changes. For full details, please reach out to Benefits.

Critical Illness

If you're diagnosed with an illness that is covered by this insurance, you can receive a lump sum benefit payment. You can use the money however you want. Even after you receive a payout for one illness, you're still covered for the remaining conditions. Diagnoses must be at least 180 days apart or the conditions can't be related to each other.

CURRENT PLAN:

- Choice of \$10,000 or \$20,000 benefit for employees
- Choice of \$5,000 or \$10,000 for spouses
- Children to age 26 are automatically covered at 50%
- \$50 Wellness benefit for qualified health screenings
- Benefit reduces to 50% at age 70
- 12/12 pre-existing condition provision

NEW OFFERING:

- Choice of \$10,000, \$20,000 or \$30,000 benefit for employees
- Spouses may elect 50% of employee coverage
- Children to age 26 are automatically covered at 50%
- No benefit reductions
- No pre-existing condition provision
- Includes coverage for progressive diseases
- Improved policy provisions
- 100% reoccurrence benefit

COVERED CONDITIONS COMPARISON

| | Current Plan | New Offering |
|-------------------------------|--------------------------------|--|
| Cancer | 100% (25% - carcinoma in situ) | Invasive Cancer (including all Breast Cancer) 100% Non-Invasive Cancer 25% Skin Cancer \$500 |
| Coma | 100% | 100% |
| Stroke or Heart Attack | 100% | 100% |
| Infectious Disease | None | 25% |
| Dementia | None | 100% (Including Alzheimer's Disease) |
| Parkinson's Disease | None | 100% |

Please refer to the policy/certificate for complete definitions of covered conditions.

Accident

Accident Insurance provides a set benefit amount based on the type of injury you have and the type of treatment you need. Coverage includes a range of incidents, from common injuries to more serious events. It can help you with out-of-pocket costs that your medical plan doesn't cover. **You'll have base coverage without medical underwriting.**

| SCHEDULE OF BENEFITS COMPARISON | | |
|---------------------------------|------------------|------------------|
| | Current Plan | New Offering |
| Plan Type | Off | Off |
| Hospital Admission | General: \$1,000 | General: \$1,000 |
| | ICU: \$1,500 | ICU: \$1,500 |
| Daily Stay | \$200 | \$200 |
| Ambulance | Ground: \$400 | Ground: \$500 |
| | Air: \$1,500 | Air: \$1,500 |
| Burns | up to \$10,000 | up to \$10,000 |
| Concussion | \$150 | \$200 |
| Emergency Room | \$150 | \$200 |
| Lodging | \$150 | \$150 |
| Coma | \$10,000 | \$10,000 |
| Therapy Services | \$25; 10 visits | \$25; 15 visits |
| Wellness Benefit | \$50 | none |

| RATE COMPARISON | | |
|------------------------------|---------|---------|
| | Current | New |
| Employee Only | \$12.56 | \$7.00 |
| Employee + Spouse | \$20.71 | \$11.97 |
| Employee + Child(ren) | \$23.62 | \$17.57 |
| Family | \$31.77 | \$22.54 |

Hospital

Hospital Insurance helps covered employees and their families cope with the financial impacts of a hospitalization. You can receive benefits when you're admitted to the hospital for a covered accident, illness or childbirth. The money is payable directly to you — not to a hospital or care provider.

| SCHEDULE OF BENEFITS COMPARISON | | |
|---|------------------|--------------------------------------|
| | Current Plan | New Offering |
| Issue Age | EE: No age limit | EE: No age limit |
| | SP: 17 to 64 | SP: No age limit |
| | CH: 0 to 26 | CH: 0 to 26 |
| HSA Compatible | Yes | Yes |
| Pre-Existing Condition Provision | 12/12 | 12/12, only applies to late entrants |
| Wellness Benefit | none | none |
| Hospital Admission | \$500 | \$750 |
| Daily Hospital Confinement | \$100 (60 days) | \$100 (60 days) |

EE = Employee, SP = Spouse, CH = Child

| RATE COMPARISON | | |
|------------------------------|---------|---------|
| | Current | New |
| Employee Only | \$9.99 | \$8.42 |
| Employee + Spouse | \$19.13 | \$15.40 |
| Employee + Child(ren) | \$14.25 | \$11.98 |
| Family | \$23.39 | \$18.96 |

What steps do I need to take?

- You must reelect Unum voluntary benefit plans during benefits Open Enrollment if you want to have these coverages for the 2024 plan year. If you reelect any of the voluntary benefit plans, the new Unum policies will be effective January 1, 2024 and premiums will be deducted from your paycheck beginning in January. **If you do not reelect, you will not have these benefits as of January 1, 2024; coverage does not automatically rollover.**
- If you wish to continue your existing Individual Short-Term Disability and/or Whole Life on a **direct billed basis**, please call Unum at 1-800-635-5597 by December 31st. You will also receive a letter mailed to your home address with options to continue the coverage.
 - **"Direct billed"** means your coverage will not change; instead of having premium deducted from your paycheck, you will pay Unum directly. **If you do not reelect, you will not have these benefits as of January 1, 2024; they are no longer being offered by Meritage Hospitality Group, Inc.**

We're excited about these new offerings and we hope you are as well. If you choose to enroll in the enhanced Unum policy(ies), your coverage will be effective 1/1/2024. Your current plans and deductions will remain in effect through 12/31/2023.

Active employment:

You are considered in active employment if, on the day you apply for coverage, you are being paid regularly for the required minimum hours each week and you are performing the material and substantial duties of your regular occupation. Insurance coverage will be delayed if you are not in active employment because of an injury, sickness, temporary layoff, or leave of absence on the date that insurance would otherwise become effective. New employees have a 60 day waiting period to be eligible for coverage. Please contact your plan administrator to confirm your eligibility date.

If enrolling, and eligible for Medicare (age 65+; or disabled) the Guide to Health Insurance for People with Medicare is available at <https://www.medicare.gov/publications/02110-medigap-guide-health-insurance.pdf>

Please refer back to your original policy for all exclusions, limitations, renewability, and termination provisions.

CRITICAL ILLNESS

Exclusions and limitations

Unum will not pay benefits for a claim that is caused by, contributed to by, or occurs as a result of any of the following:

- committing or attempting to commit a felony; being engaged in an illegal occupation or other willful criminal activity; "Willful criminal activity" includes, but is not limited to any of the following:

(i) operating a vehicle while intoxicated as defined in the state in which the Accident occurred; or

(ii) operating a methamphetamine laboratory. "Willful criminal activity" does not include a civil infraction or other activity that does not rise to the level of a misdemeanor or felony insurrection, participating in war or any act of war, whether declared or undeclared; combat or training for combat while serving in the armed forces of any nation or authority, including the National Guard, or similar government organizations; and a Date of Diagnosis that occurs while an insured is legally incarcerated in a penal or correctional institution.

Additionally, no benefits will be paid for a Date of Diagnosis that occurs prior to the Coverage Effective Date.

Continuity of coverage

We will provide coverage for an Insured if the Insured was covered by a similar prior policy on the day before the Policy Effective Date. Coverage is subject to payment of premium and all other terms of the certificate. If an employee is on a temporary Layoff or Leave of Absence on the Policy Effective Date of this certificate, we will consider your temporary Layoff or Leave of Absence to have started on that date and coverage will continue for the period provided temporary Layoff or Leave of Absence under Continuation of your Coverage During Extended Absences in the certificate. If you have not returned to Active Employment before any Insured's Date of Diagnosis, any benefits payable will be limited to what would have been paid by the prior carrier.

Date of diagnosis must be after the coverage effective date.

End of employee coverage

If you choose to cancel your coverage your coverage ends on the first of the month following the date you provide notification to your employer. Otherwise, your coverage ends on the earliest of the:

date this policy is canceled by Unum or your employer; date you are no longer in an eligible group; date your eligible group is no longer covered; date of your death; last day of the period any required premium contributions are made; or last day you are in active employment. However, as long as premium is paid as required, coverage will continue in accordance with the Continuation of your Coverage during Extended Absences provision or if you elect to continue coverage for you, your Spouse, and Children under Portability of Critical Illness Insurance. Unum will provide coverage for a payable claim that occurs while you are covered under this certificate.

ACCIDENT

Organized Sports Benefit

This increased benefit payment will be applied if the covered Accident occurs while playing an organized sport that required formal registration to participate and is officiated by someone certified to act in that capacity.

Effective date of coverage

Coverage becomes effective on the first day of the month in which payroll deductions begin.

Exclusions and limitations

We will not pay benefits for a claim that is caused by, contributed to by, or resulting from any of the following:

- committing or attempting to commit a felony;
- being engaged in an illegal occupation other willful criminal activity. "Willful criminal activity" includes, but is not limited to any of the following:

(i) operating a vehicle while intoxicated in violation of Michigan's vehicle code, or any other act or law with similar intent; or

(ii) operating a methamphetamine laboratory.

"Willful criminal activity" does not include a civil infraction or other activity that does not rise to the level of a misdemeanor or felony;

- participating in war or any act of war, whether declared or undeclared;
- combat or training for combat while serving in the armed forces of any nation or authority, including the National Guard, or similar government organizations;
- a Covered Loss that occurs while an Insured is legally incarcerated in a penal or correctional institution;
- elective procedures, cosmetic surgery, or reconstructive surgery unless it is a result of organ donation, trauma, infection, or other diseases;
- an occupational injury;
- any Sickness, bodily infirmity, or other abnormal physical condition or Mental or Nervous Disorders, including diagnosis, treatment, or surgery for it;
- infection. This exclusion does not apply when the infection is due directly to a cut or wound sustained in a Covered Accident;
- experimental or investigational procedures;
- operating any motorized vehicle while intoxicated;
- operating, learning to operate, serving as a crew member of any aircraft or hot air balloon, including those which are not motor-driven, unless flying as a fare paying passenger;
- jumping, parachuting, or falling from any aircraft or hot air balloon, including those which are not motor-driven;
- travel or flight in any aircraft or hot air balloon, including those which are not motor-driven, if it is being used for testing or experimental purposes, used by or for any military authority, or used for travel beyond the earth's atmosphere;
- practicing for or participating in any semi-professional or professional competitive athletic contests for which any type of compensation or remuneration is received;
- riding or driving an air, land or water vehicle in a race, speed or endurance contest; and
- engaging in hang-gliding, bungee jumping, sail gliding, parasailing, parakiting, or BASE jumping.

Additionally, no benefits will be paid for a Covered Loss that occurs prior to the Coverage Effective Date.

End of Coverage

If you choose to cancel your coverage your coverage ends on the first of the month following the date you provide notification to your employer. Otherwise, your coverage ends on the earliest of the:

- the date this policy is canceled by Unum or your employer;
- the date you are no longer in an eligible group;
- the date your eligible group is no longer covered;
- the date of your death;
- the last day of the period any required premium contributions are made;
- the last day you are in active employment.

However, as long as premium is paid as required, coverage will continue

• in accordance with the Continuation of your Coverage during Absences provision; or

• if you elect to continue coverage for you, your Spouse, and Children under Portability of Accident Insurance.

We will provide coverage for a Payable Claim that occurs while you are covered under this certificate.

HOSPITAL

Exclusions and Limitations

Hospital insurance filed policy name is Group Hospital Indemnity Insurance Policy. The definition of hospital does not include certain facilities. See your contract for details.

Continuity of coverage

We will provide coverage for an Insured if the Insured was covered by a similar prior policy on the day before the Policy Effective Date.

Coverage is subject to payment of premium and all other terms of this certificate. If you are on a temporary Layoff, Leave of Absence, or not in Active Employment due to a plant closing on the Policy Effective Date of this certificate, we will consider your temporary Layoff, Leave of Absence, or absence from Active Employment due to a plant closing to have started on that date and coverage will continue for the period provided for temporary Layoff, Leave of Absence, or absence from Active Employment due to a plant closing under Continuation of Your Coverage During Extended Absences in this certificate. If you have not returned to Active Employment before any Insured's covered loss, any benefits payable will be limited to what would have been paid by the prior carrier.

If the Employer replaces a Supplemental health policy with this Policy, or the employee becomes insured due to a merger, acquisition or affiliation, and the prior carrier's pre-existing condition requirement has been satisfied, the Pre-existing Condition requirement under this coverage will not apply. However, if the Unum certificate provides a higher level of coverage at the time it becomes effective, its Pre-existing Condition requirement will apply to any increase in coverage. If the prior carrier's pre-existing condition requirement has not been satisfied, periods of coverage applicable to the prior carrier's Pre-existing Condition will count towards satisfying the Pre-existing Condition requirement under this coverage.

Pre-existing Condition

We will not pay benefits for a claim when the Covered Loss occurs in the first 12 months following an Insured's Coverage Effective Date and the Covered Loss is caused by, contributed to by, or resulting from any of the following:

- a Pre-existing Condition; or
- complications arising from treatment or surgery for, or medications taken for, a Pre-existing Condition.

An Insured has a Pre-existing Condition if, within the 12 months just prior to their Coverage Effective Date, they have an Injury or Sickness, whether diagnosed or not, for which:

- medical treatment, consultation, care or services, or diagnostic measures were received or recommended to be received during that period; or
- drugs or medications were taken, or prescribed to be taken during that period; or
- symptoms existed

Pre-existing Condition requirements are not applicable to:

- Children who are newly acquired after your Coverage Effective Date; and
- any coverage applied for when an Insured is first eligible to enroll for coverage.

The Pre-existing Condition provision applies to any Insured's initial coverage and any increases in coverage.

Coverage Effective Date refers to the date any initial coverage becomes effective.

Exclusions and limitations

We will not pay benefits for a claim that is caused by, contributed to by, or resulting from any of the following:

- committing or attempting to commit a felony;
- being engaged in an illegal occupation or activity;
- injuring oneself intentionally or attempting or committing suicide, whether sane or not;
- active participation in a riot, insurrection, or terrorist activity. This does not include civil commotion or disorder, Injury as an innocent bystander, or Injury for self-defense;

- participating in war or any act of war, whether declared or undeclared;
- Combat or training for combat while serving in the armed forces of any nation or authority, including the National Guard, or similar government organizations;

- being intoxicated;
- a Covered Loss that occurs while an Insured is legally incarcerated in a penal or correctional institution;
- elective procedures, cosmetic surgery, or reconstructive surgery unless it is a result of organ donation, trauma, infection, or other diseases;

- treatment for dental care or dental procedures, unless treatment is the result of a Covered Accident;
- any Admission or Daily Stay of a newborn Child immediately following Childbirth unless the newborn is Injured or Sick;

- voluntary use of or treatment for voluntary use of any prescription or non-prescription drug, alcohol, poison, fume, or other chemical substance unless taken as prescribed or directed by the Insured's Physician; and
- Mental or Nervous Disorders. This exclusion does not include dementia if it is a result of:
 - stroke, Alzheimer's disease, trauma, viral infection; or
 - other conditions which are not usually treated by a mental health provider or other qualified provider using psychotherapy, psychotropic drugs, or other similar methods of treatment. Additionally, no benefits will be paid for a Covered Loss that occurs prior to the Coverage Effective Date.

HOSPITAL, continued

End of employee coverage

If you choose to cancel your coverage under this certificate, your coverage will end on the first of the month following the date you provide notification to your Employer. Otherwise, your coverage under this certificate ends on the earliest of:

- the date the Policy is cancelled by us or your Employer;
- the date you are no longer in an Eligible Group;
- the date your Eligible Group is no longer covered;
- the date of your death;
- the last day of the period any required premium contributions are made; or
- the last day you are in Active Employment.

However, as long as premium is paid as required, coverage will continue:

- in accordance with the Continuation of your Coverage During Extended Absences provision; or
- if you elect to continue coverage for you under Portability of Hospital Indemnity Insurance; or
- for 31 days after you are no longer in Active Employment provided you are a resident of the state of Massachusetts. If you become eligible for any other group hospital indemnity insurance, all coverage under this certificate will end.

THESE ARE LIMITED BENEFITS POLICIES

This coverage is a supplement to health insurance. It is not a substitute for essential health benefits or minimum essential coverage as defined in federal law. Insureds in some states must be covered by comprehensive health insurance before applying for this coverage.

This information is not intended to be a complete description of the insurance coverage available. The policy or its provisions may vary or be unavailable in some states. The policy has exclusions and limitations which may affect any benefits payable. For complete details of coverage and availability, please refer to certificate forms GCIC16-1, GAC16-1 and GHIC16-1 and Policy Forms GCIP16-1, GAP16-1 and GHIP16-1 or contact your Unum representative.

Unum complies with state civil union and domestic partner laws when applicable.



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