

## Frequently Asked Questions (HR Portal)

Why would I want to work for Sonesta?

A. As you learn more about us, particularly through our virtual and in-person Welcome Sessions, Orientation and meeting the Sonesta team who will work with you, we are confident that you will like what you see. From our Culture of Caring to our competitive benefits plans, to our strong financial investment in our hotels, to our approach to training staff and our huge growth trajectory, we strive to meet the needs of our guests, our employees and our owners.

Q. Do I need to apply for my job at Sonesta?

A. Yes. We are not conducting any traditional recruiting/selection activities such as interviews or assessments. We are, however, going to ask that you complete a few items to begin the process of joining Sonesta. These activities will help us build your personal records with Sonesta and ensure key items such as background checks, eVerify requirements and I-9 documents are cared for.

We invite you to review our portal as a way to learn about Sonesta. The portal will also allow you to complete the hiring paperwork, starting with the job application for your own role. We are not posting these roles – they are your roles and you will apply for your existing role.

We need you and we need your experience and knowledge of the hotel and your guests to continue to successfully operate the hotel.

Q. What happens to my service time?

A: Sonesta will honor the original date of hire at as provided by your current employer for most benefits purposes, including time off accruals and benefits eligibility.

Q. When will I become a Sonesta employee?

A. Employees generally will be hired on the date the sale is complete. The actual date will be confirmed, but we hope by mid to late April.

Q. Will my pay change?

A. We anticipate the majority of base pay rates will increase by 3% and we will confirm rate of base pay at time of your formal offer letter with Sonesta.

Q. When will I be eligible for benefits?

A. Employees who regularly work thirty (30) hours per week are eligible for our medical, dental, life, vision, short- and long-term disability, and tuition reimbursement programs to name a few. Eligibility

for some benefits requires a waiting period. Your Denihan seniority date will be used for all benefits eligibility date requirements. In other words, if based on your Denihan seniority date you have met our eligibility requirements and waiting period, you will be eligible for insurance at the time of benefits transition. We also offer some benefits for our part-time employees such as sick days and holidays if eligibility requirements are met.

Q. When will I be eligible for vacation time?

A. As of the transition date, you are immediately eligible to start accruing for our vacation plan which applies to both eligible full and part-time employees. Your length of service will count towards your vacation accrual rate, which is a total of anywhere between two and four weeks per year, based on years of service. Sonesta complies with all State and local time off requirements.

Q. Does Sonesta offer a 401k plan?

A. Yes, 401K is offered through The Principal Financial Group. All employees are eligible to participate and Sonesta offers a matching contribution of 100% up to 3% of salary deferred and 50% of the next 2%, after a waiting period.

Q. What if I have other questions?

A. Representatives from Sonesta will be spending time with team members to assist with the transition. Please raise your questions with your HR team, the Sonesta HR team or contact us at [HR@sonesta.com](mailto:HR@sonesta.com).