Memorandum of Agreement

The State Employees’ Association of New Hampshire Inc., Chapter 6 (hereafter “SEA”) and Wellpath Recovery Solutions, Inc. (hereafter “Wellpath”), together hereafter the “Parties” hereby agree as follows relative to the bargaining unit employed by Wellpath at Hampstead Hospital:

WHEREAS, Wellpath is experiencing severe staffing shortages at; and

WHEREAS, the parties wish to incentivize filling open staffing positions and retaining incumbent employees.

THEREFORE, the Parties agree as follows, with the following changes effective September 12, 2022:

1. All nurses receive an increase of $3.00 per hour to their base hourly wage rate.
2. All shift differentials are increased by $1.00 per hour. Following is a chart showing the revised shift differentials:

<table>
<thead>
<tr>
<th>Shift</th>
<th>Weekdays</th>
<th>Weekend</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st (7am-3pm)</td>
<td>N/A</td>
<td>$2.00/hr.</td>
</tr>
<tr>
<td>2nd (3pm-11pm)</td>
<td>$2.75/hr.</td>
<td>$3.75/hr.</td>
</tr>
<tr>
<td>3rd (11pm-7am)</td>
<td>$6.50/hr.</td>
<td>$7.50/hr.</td>
</tr>
</tbody>
</table>

3. Retention bonus for Counselors and Senior Counselors: For a counselor or senior counselor who was on the payroll as of 9/1/22, if they are still (and continuously) on the payroll as of 10/1/22, then will receive a bonus of $1,000.00. If that person is still (and continuously) on the payroll on 3/1/23, they will receive another bonus of $1,000.00

4. Sign on bonuses (which are only in effect for new individuals hired from 9/12/22 2022 until on or before 12/31/22):
   - Sign on bonus RN: $10,000.00 at 30 Days,* $5,000.00 at 6 months for 2nd and 3rd shift
   - Sign on bonus LPN: $7,500.00 at 30 Days,* $2,500.00 at 6 months for 2nd and 3rd shift
   - Sign on bonus Counselors: $2,500.00 at 30 Days,* $2,500.00 at 6 months for 2nd and 3rd shift
   - Per Diem RN conversion to full time for 2nd and 3rd shift: $10,000.00 at 30 Days,* $5,000 at 6 months for 2nd and 3rd shift
• Per Diem Counselor conversion to full time for 2nd and 3rd shift:
  $2,500.00 at 30 Days.* $2,500.00 at 6 months for 2nd and 3rd shift

*If a person is paid the 30 day bonus, but does not remain continuously on the payroll for six months after hire, the person must pay back the 30 day bonus on a prorated basis (Amount of bonus divided by 180 days multiplied by the number of days worked = the amount that must be repaid by the person).

5. Recruitment bonus (which is only in effect for new individuals hired from 9/12/22 until on or before 12/31/22): If a bargaining unit member successfully recruits an RN, LPN or Counselor to the 2nd or 3rd shift, the member will be paid a recruitment bonus of $2,500.00 if the new person remains continuously on the payroll and in the requisite position and shift for six months.

6. The Parties understand this Memorandum does not constitute a comprehensive collective bargaining agreement, and each must still bargain in good faith following the execution of this agreement.

7. Except for any date set forth above relative to payout of a bonus that is later than the execution date of a collective bargaining agreement, this agreement will expire once a collective bargaining agreement is agreed upon by the parties.

For the SEA

Jeremy DaCruz

9/26/22

Date

For Wellpath Recovery Solutions, LLC

9/26/22

Date