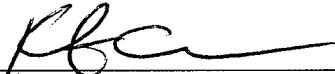


LETTER OF AGREEMENT BETWEEN
MCLAREN-LAPEER AND TEAMSTERS LOCAL UNION NO. 332
REGARDING MCLAREN RETENTION BONUS PROGRAM

This Letter of Agreement is entered into between McLaren Lapeer Region (the "Employer") and Teamsters Local 332 (the "Union") and represents the full agreement of the parties regarding retention.

1. Due to the continued technical staffing shortages, hard to recruit positions, and high turnover rates, the Union and the Employer met on October 21, 2021, and mutually agreed to a Retention Bonus Program.
2. Whether a Technical Employee is paid out at the full-time or part-time rate will be determined by the employee's status as of:
 - Quarter 1 - October 24, 2021
 - Quarter 2 - December 19, 2021
 - Quarter 3 - March 27, 2022
 - Quarter 4 - June 19, 2022
3. The parties agree that full-time employees will receive a 100% bonus and part-time employees will receive a 50% bonus (see Attachments A and B).
4. The Employer and the Union, each by their undersigned respective authorized representative, agree that each has read this Letter of Agreement, and understands and agrees with the terms and conditions set forth above.

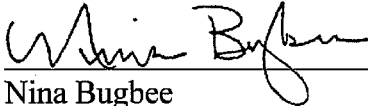
McLaren Lapeer Region



Kent Allen
Regional Director Labor and Employee Relations

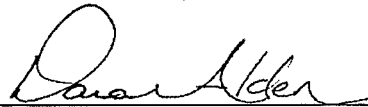
Date: 11/15/21

Teamsters Local Union 332



Nina Bugbee
President

Date: 11/11/21



Dana Alden
Business Agent

Date: 11/11/21

McLaren Retention Bonus

Attachment A

Bonus Timing	Quarterly Bonus	Per Position Total	Job Title
Quarterly	\$1,000	\$4,000	Respiratory Therapist
Quarterly	\$1,000	\$4,000	Medical Technologist
Quarterly	\$1,000	\$4,000	Medical Lab Tech
Quarterly	\$1,000	\$4,000	Certified Surgical Technologist
Quarterly	\$1,000	\$4,000	Certified Surgical First Assist

Bonus Timing	Quarterly Bonus	Per Position Total	Job Title
Quarterly	\$500	\$2,000	CT Technologist
Quarterly	\$500	\$2,000	Echocardiography Tech
Quarterly	\$500	\$2,000	Mammography Technologist
Quarterly	\$500	\$2,000	Emergency Dept Technician
Quarterly	\$500	\$2,000	MRI Technologist
Quarterly	\$500	\$2,000	Nuclear Medicine Technologist
Quarterly	\$500	\$2,000	Psychiatric Technician (Behavioral Health Tech)
Quarterly	\$500	\$2,000	Radiology Technologist
Quarterly	\$500	\$2,000	Sonographer
Quarterly	\$500	\$2,000	Cardiac Sonographer
Quarterly	\$500	\$2,000	Vascular Sonographer

Attachment B

\$1,000.00 Quarterly Bonus:

- Quarter 1 paid on November 26, 2021
- Quarter 2 paid on January 7, 2022
- Quarter 3 paid on April 15, 2022
- Quarter 4 paid on July 8, 2022

\$500.00 Quarterly Bonus:

- Quarter 1 paid on November 26, 2021
- Quarter 2 paid on January 7, 2022
- Quarter 3 paid on April 15, 2022
- Quarter 4 paid on July 8, 2022