HEALTH AND WELLNESS

The following benefits are for employees in a 30 hour or more position

<table>
<thead>
<tr>
<th>LEVEL OF BENEFIT OPTION</th>
<th>Union Medical</th>
<th>Union Dental</th>
<th>Non-Union Medical</th>
<th>Non-Union Dental</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee</td>
<td>$35.53</td>
<td>$2.12</td>
<td>$32.53</td>
<td>$2.12</td>
</tr>
<tr>
<td>Employee + 1</td>
<td>$68.56</td>
<td>$4.56</td>
<td>$62.77</td>
<td>$4.56</td>
</tr>
<tr>
<td>Family</td>
<td>$96.65</td>
<td>$7.00</td>
<td>$88.49</td>
<td>$7.00</td>
</tr>
</tbody>
</table>

Employees eligible 1st of the month following 31 days of employment

<table>
<thead>
<tr>
<th>OPT OUT PAYMENTS</th>
<th>Union (quarterly)</th>
<th>Non-Union (semi-annually)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical</td>
<td>$450</td>
<td>$450</td>
</tr>
<tr>
<td>Dental</td>
<td>$50</td>
<td>$50</td>
</tr>
<tr>
<td>Annualized payout</td>
<td>$2,000</td>
<td>$1,000</td>
</tr>
</tbody>
</table>

Company paid Life Insurance and AD&D, 1X annualized base salary
Company paid LTD, 60% of 1X annualized base salary
Employee Assistance Program (EAP)
Voluntary Plans: Short Term Disability, Life Insurance, and AD&D

PAID TIME OFF

All calculations are based on a 40 hour work week
Part time employees who work more than 20 hours will earn prorated time

<table>
<thead>
<tr>
<th>VACATION TIME</th>
<th>MONTHLY EARNINGS</th>
</tr>
</thead>
<tbody>
<tr>
<td>SrCM, CM, RSW, Maintenance</td>
<td>1 to 3 years 3 to 8 years 8+ years</td>
</tr>
<tr>
<td></td>
<td>.83 days 1.25 days 1.67 days</td>
</tr>
<tr>
<td></td>
<td>6.64 hours 10 hours 13.36 hours</td>
</tr>
<tr>
<td>PM, RN, Non-Union Admin staff</td>
<td>1 to 3 years 3 + years</td>
</tr>
<tr>
<td></td>
<td>1.25 days 1.67 days</td>
</tr>
<tr>
<td></td>
<td>10 hours 13.36 hours</td>
</tr>
<tr>
<td>Admin Directors, Program Directors</td>
<td>1 year 2+ years</td>
</tr>
<tr>
<td></td>
<td>1.25 days 1.67 days</td>
</tr>
<tr>
<td></td>
<td>10 hours 13.36 hours</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SICK TIME</th>
<th>MONTHLY EARNINGS</th>
</tr>
</thead>
<tbody>
<tr>
<td>SrCM, CM, RSW</td>
<td>1 day = 8 hours</td>
</tr>
<tr>
<td>PM, RN, non-union admin staff</td>
<td>1 day = 8 hours</td>
</tr>
<tr>
<td>Admin Directors, Program Directors</td>
<td>1.17 days = 9.36 hours</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>PERSONAL TIME</th>
</tr>
</thead>
<tbody>
<tr>
<td>All employees who work more than 20 hours have 2 days a year (based on anniversary date)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>HOLIDAY TIME</th>
</tr>
</thead>
<tbody>
<tr>
<td>13 paid holidays per calendar year.</td>
</tr>
</tbody>
</table>