


Appreciation/Hero Pay Memorandum of Agreement

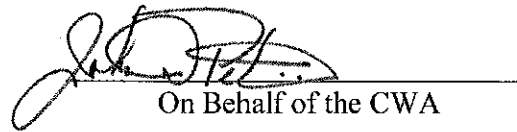
LifePath and the Communications Workers of America (CWA) enter into this Memorandum of Agreement (MOA) which provides a one-time Appreciation/Hero payment to current active employees as of November 22, 2020. Payment will be included in Employee Paychecks on November 27, 2020. Funding for this payment is provided through the CARES Act. Regular Full-Time employees will receive \$1250.00 and Regular Part-Time employees will receive \$625.00. Those employees in their initial orientation period will receive payment upon successful completion of their orientation.

LifePath will communicate the information through the utilization of both the MITC Time Keeping and Employee Self Service (ESS) systems.



On Behalf of LifePath
11/11/20

Date



On Behalf of the CWA
11/06/2020

Date