

## MEMORANDUM OF AGREEMENT

This AGREEMENT is entered into this 13<sup>th</sup> day of May 2024, by and between LifePath, Inc. ("LifePath") and Communications Workers of America, Local 13500 (the "Union") (collectively, the "Parties").

As the result of a One-time payment from the Department of Human Services to reimburse LifePath for insufficient fee schedule rates for the services that are provided to our Individuals, it is agreed that the following will occur:

### One-Time Payment:

All Regular Full-Time employees will receive a one-time payment of \$2,500.00, which will be subject to all applicable taxes.

All Regular Part-Time employees will receive a one-time payment of \$1,250.00, which will be subject to all applicable taxes.

In order to be eligible for the one-time payment, employees must be employed as of 11:59 p.m. on Saturday, May 18, 2024.

These one-time payments will be included in paychecks which are issued on June 7, 2024.

### Base Job Rate/Hourly Rate Increase:

In addition, effective May 19, 2024, base job rates will be increased by \$.50/hour.

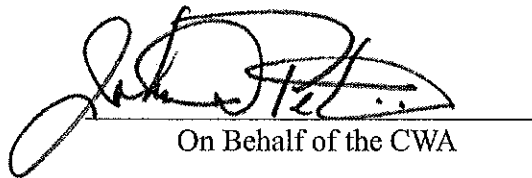
Job Title	Existing Starting Rate	New Starting Rate	Hourly Rate Increase
Activities Assistant	\$17.60	\$18.10	\$.50/hour
Activity Coordinator	\$19.90	\$20.40	\$.50/hour
Direct Support Professional 1	\$17.60	\$18.10	\$.50/hour
Direct Support Professional 2 *	\$18.60	\$19.10	\$.50/hour
Supported Living Specialist	\$17.60	\$18.10	\$.50/hour
Supported Living Specialist 2	\$18.60	\$19.10	\$.50/hour
Team Activity Coordinator *	\$20.15	\$20.65	\$.50/hour

\* Positions Currently Not In Use

All existing Union employees in the above Job Titles shall also receive the same hourly rate wage increase as set forth in those Job Titles.

  
On Behalf of LifePath CEO

5-15-24  
Date

  
On Behalf of the CWA

5/13/2024  
Date