

MEMORANDUM OF AGREEMENT

This **AGREEMENT** is entered into this 26th day of August 2025, by and between LifePath, Inc. (“LifePath”) and Communications Workers of America, Local 13500 (the “Union”) (collectively, the “Parties”).

As the result of fiscal year 2024-2025 year end funding from the Department of Human Services for the services that are provided to our Individuals, it is agreed that the following will occur:

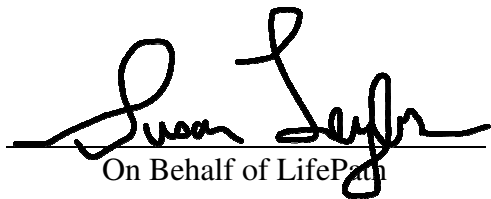
One-Time Payment:

All Regular Full-Time employees will receive a one-time payment of \$1,500.00, which will be subject to all applicable taxes.

All Regular Part-Time employees will receive a one-time payment of \$750.00, which will be subject to all applicable taxes.

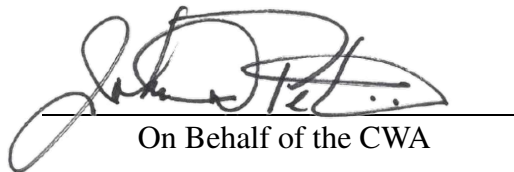
In order to be eligible for the one-time payment, employees must be employed as of 11:59 p.m. on Saturday, September 20, 2025.

These one-time payments will be included in paychecks which are issued on September 26, 2025.



On Behalf of LifePath

8/26/25
Date



On Behalf of the CWA

8/27/2025
Date