



McLAREN RETENTION BONUS PROGRAM

Effective October 1, 2021, McLaren Health Care is implementing a \$33 million retention bonus program, on a one-time basis, as an additional initiative to support our current employees and help address the continued staffing shortages that we are experiencing across our system.

The **MCLAREN RETENTION BONUS PROGRAM** will include the following:

I. ELIGIBLE POSITIONS:

- a) **Subsidiary-designated** job classifications who work directly in patient care or support patient care at any of the following subsidiaries:
 - McLaren Medical Group
 - McLaren Health Management Group
 - Karmanos Cancer Institute/Karmanos Cancer Center
 - McLaren Northern Michigan
 - Boulder Park Terrace
 - McLaren Central Michigan
 - McLaren Bay Region
 - Bay Special Care
 - McLaren Thumb Region
 - McLaren Caro
 - McLaren Greater Lansing
 - McLaren Flint
 - McLaren Lapeer Region
 - McLaren Port Huron
 - Marwood Nursing and Rehab
 - McLaren Oakland
 - Lake Orion Nursing Center
 - McLaren Macomb
 - McLaren St. Luke's
 - McLaren Health Care Corporation
- b) Hard to recruit positions and/or positions with high turnover rates.
- c) Full-Time/Part-Time employees.
- d) Full-Time is defined as 70-80 hours per pay period and Part-Time is defined as 40-69 hours per pay period.
- e) Excluded Positions: Vice Presidents, Directors, Physicians, Residents, Casual and Temporary employees.
- f) All other non-excluded positions at an eligible subsidiary will receive a one-time retention award.

II. REQUIRED EMPLOYMENT DATES

- a) Must be actively employed on or before (Q1 - October 15, 2021, Q2- December 18, 2021, Q3- March 26, 2022, Q4- June 18, 2022).

III. RETENTION BONUS

a) \$1,000 Quarterly Bonus

- i. Bonuses to be paid in quarterly installments over the next Fiscal Year (2022)
- ii. Pay Dates:
 1. Quarter 1 paid on **October 15, 2021**
 2. Quarter 2 paid on **January 7, 2022**
 3. Quarter 3 paid on **April 15, 2022**
 4. Quarter 4 paid on **July 8, 2022**
- iii. Eligible positions are Subsidiary-designated.
- iv. Pro-rated: Full-Time – 100% Bonus, Part-Time – 50% Bonus

b) \$500 Quarterly Bonus

- i. Bonuses to be paid in quarterly installments over the next Fiscal Year (2022)
- ii. Pay Dates:
 1. Quarter 1 paid on **October 15, 2021**
 2. Quarter 2 paid on **January 7, 2022**
 3. Quarter 3 paid on **April 15, 2022**
 4. Quarter 4 paid on **July 8, 2022**
- iii. Eligible positions are Subsidiary-designated.
- iv. Pro-rated: Full-Time – 100% Bonus, Part-Time – 50% Bonus

c) \$1,000 One-Time Retention Payment

- i. One-time retention payment to be paid on July 8, 2022.
- ii. Must be actively employed on or before October 1, 2021 through June 18, 2022.
- iii. Applies to all other non-excluded positions at the eligible subsidiaries.
- iv. Pro-rated: Full-Time – 100%, Part-Time – 50%

IV. ADDITIONAL CONSIDERATIONS

- a) Full or part-time status will be determined by the employee's status as of Q1-September 26, 2021, Q2-December 19, 2021, Q3-March 27, 2022, Q4-June 19, 2022
- b) Any eligibility and/or bonus proration exceptions must be approved by the subsidiary CEO and VP of HR
- c) Employees represented by a labor union will only be eligible for this recognition program if it is approved by their local union