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