

MEMORANDUM OF AGREEMENT

THIS AGREEMENT entered into this 15th day of January 2016 by and between LifePath, Inc. (hereinafter referred to as "LifePath") and Communications Workers of America, Local 13500 (hereinafter referred to as the "Union").

WHEREAS, LifePath and the Union have negotiated a collective bargaining agreement that will run through September 30, 2017; and

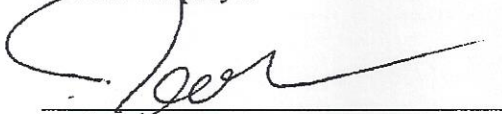
WHEREAS, some issues have been raised with regard to location of disciplinary meetings; and

WHEREAS, LifePath and the Union desire to resolve this issue without conflict; and

THEREFORE, it is agreed by LifePath and the Union that:

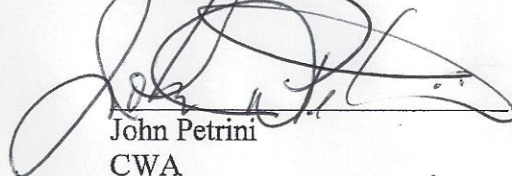
1. All disciplinary meetings regarding terminations will occur at a day program location.
2. If union representation is requested, a disciplinary meeting can only occur at one of LifePath's house locations if no consumers are present and no other employees are present at the time of the discipline.
3. If union representation is requested and LifePath is unable to hold the discipline meeting at the house due to the requirements of Paragraph 2, then the disciplinary meeting will be held at a day program location.
4. If union representation is requested and the employee requests that the disciplinary meeting be held at a day program location, then such meeting shall be held at a day program location.
5. Nothing in this MOA shall restrict where disciplinary meetings are held in matters in which no union representation is requested by the affected employee.

For the Employer



Paul Coleman,
LifePath, Inc.

For the Union



John Petrini
CWA

1/20/16