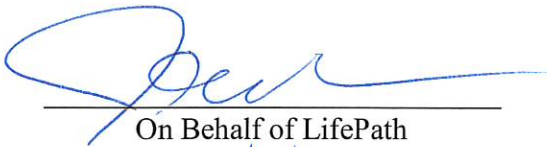


COVID-19 INCENTIVE MOA

CWA and LifePath enter into this Memorandum of Agreement (MOA) implementing an Incentive Pay for those programs whereby an individual living in the home presents with a positive COVID-19 diagnosis.

- 1) LifePath will communicate to all affected employees at that program when such a diagnosis is received.
- 2) Employees working in the affected program will be paid at time and one-half their regular rate for the hours working in that program.
- 3) The incentive pay will be paid for the time period of quarantine as required by the Pennsylvania Department of Health, not CDC guidelines (ex: 7, 10 or 14 days), from the date of the affected individual(s)'s initial positive COVID-19 diagnosis.
- 4) This MOA supersedes the MOA signed April 6, 2020.
- 5) This MOA may be cancelled at any time by either party with thirty (30) days written notice



On Behalf of LifePath

4/8/21
Date



On Behalf of CWA

4/6/2021
Date