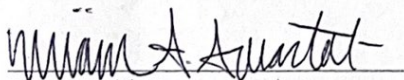


Letter of Understanding
Student Loan Repayment Program

This letter of understanding is entered into between PeaceHealth Southwest Medical Center ("Employer") and WSNA, Washington State Nurses Association ("Union") regarding the Student Loan Repayment Program.

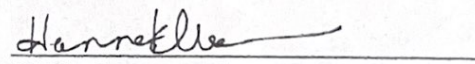
The Employer and the Union agree that PeaceHealth will provide monthly student loan payments for eligible RNs through December 31, 2025. The benefit allocation will be paid prospectively as soon as the program can be implemented (estimated October 2022). Caregivers will be eligible for up to \$400 for fulltime (.8-1.0) and \$200 for parttime (.5- .79) per month. The benefit is nontaxable (through 2025), not to exceed IRS Section 127 limits in combination with tuition assistance program. The 2022 limit is \$5250 inclusive of tuition reimbursement. Payments in excess of \$5250 for calendar year 2022 will be processed as taxable income. Payments over the IRS Section 127 limits in subsequent years will be processed as taxable income. There is no waiting period or employment length requirements for RNs to apply to the program.

FOR THE EMPLOYER:


PeaceHealth Representative

Date: 10/5/22

FOR THE UNION:


WSNA Representative

Date: Sept. 20, 2022