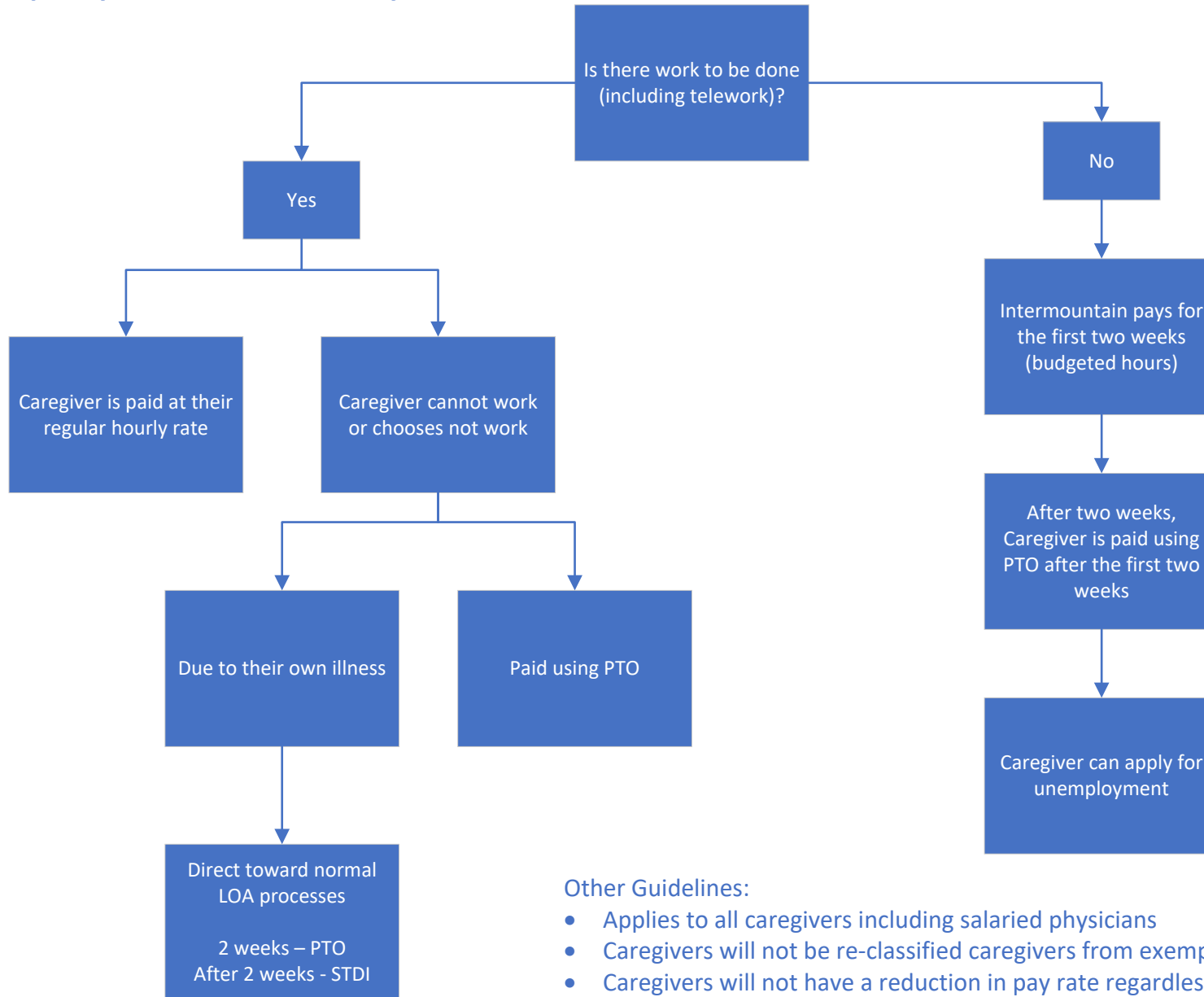


Redeployment and Pay



Other Guidelines:

- Applies to all caregivers including salaried physicians
- Caregivers will not be re-classified caregivers from exempt to non-exempt
- Caregivers will not have a reduction in pay rate regardless of the temporary role being performed
- Regular shift-differentials will apply for current departments using them (no new differentials)
- Temporary Negative PTO Policy allows 80 hours of additional PTO to be taken
- Benefits will not be affected during time off of work