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Thomas J. Stribling
Executive Director - Labor Relations

August 12, 2019

Mr. Jim Byrne
Assistant to the Vice President
CWA District 2-13
230 S. Board Street, Floor 19
Philadelphia, PA 19102

Re: Health Assessment Waiver

Dear Jim,

This will confirm our agreement pertaining to the requirement to complete the Health Assessment in order to receive the \$100 annual credit toward the associate's contribution for healthcare.

Associates who received the Health Assessment credit in 2016 through 2018 or who complete or completed a Health Assessment at any time in 2019, will receive the \$100 Health Assessment credit for plan year 2020, without the need to complete an additional Health Assessment in 2020. If the Health Assessment is completed after December 10, 2019 and before December 31, 2019 the associate will receive the \$100 credit for plan year 2020, however, due to timing limitations the credit may not be reflected in the first paycheck. Notwithstanding the foregoing, all other provisions in the parties' July 19, 2018 Memorandum of Understanding pertaining to Health Assessment remain unchanged.

Please indicate your agreement by signing below and returning a copy to me.

Very truly yours,

Thomas J Stribling
Executive Director - Labor Relations

Jim Byrne
Assistant to the Vice President

Date: 8/12/19