



Dear VNS Health Personal Care workers,

It is with tremendous pride and great pleasure that I share with you three new Bonus Programs we have designed just for you. These new programs will reward the incredible work put in by our home care workers during the pandemic and provide all home care workers with the opportunity to earn additional money for every hour you continue to work with VNS Health Personal Care. It is a very special way to show our appreciation for your commitment to your patients and for choosing VNS Health as your agency. There's more good news on the horizon but there are three bonus programs that will go into effect very soon!

First, if you actively worked with VNS Health Personal Care (formerly Partners in Care) between March 1, 2020, and December 31, 2021, and are still actively working, you will receive a COVID-19 recognition bonus check. You will be paid 31 cents for every hour you worked during this period. The bonus will be paid in three installments. Your first payment will be issued in your payroll by mid-July. There will be two additional payments, one in September and the last in December 2022. Keep in mind, you must be actively working on each payout date to receive the award.

The second bonus is to keep you working for VNS Personal Care! Beginning with the end of this quarter, you will earn an additional 50 cents in bonus dollars for every hour you worked during the prior three months. This means that the more you work, the more you earn in bonus dollars, so it's a great time to talk to your supervisor about what work is available. You must be actively working at the time of payout to receive the bonus.

And finally, beginning July 2, you will receive \$250.00 for every 6 VNS Health CHHA or Hospice short hour cases that you accept and complete. A short hour case is one that lasts 3 hours or less per day. This applies to new cases that are VNS Health CHHA or HOSPICE cases only. It does not apply to CHOICE health plan cases or temporary fill in assignments. A more detailed explanation can be obtained from the office as there are terms and conditions that apply.

All of these programs will be in effect until the funding is no longer available.

We are so pleased to offer these programs and the response from so many of you has been very positive. We hope you are as excited as we are and thank you again for all that you do for your patients, their families, and your VNS Health Personal Care family!

With gratitude and appreciation,

A handwritten signature in cursive script that reads "James P. Rolla".

James P. Rolla
Senior Vice President