

Transition Agreement by and between

UFCW Local 1189 (the "Union") on behalf of Galtier Health Center Employees in St. Paul, Mn. and The Villas at St. Paul (the "Company"), collectively the "Parties."

NOW THEREFORE, the parties agree as follows:

- 1) The company has hired all current employees, and is honoring their years of service, and seniority for all purposes outlined in the Agreement(s).
- 2) The Company has and will assume the Galtier Health Center collective bargaining agreement with UFCW Local 1189, with modifications where necessary to reflect the change of ownership.
- 3) The Employer agrees that in the event of a future sale, all vacation benefits will be paid out or transferred to the new entity to ensure no loss of vacation benefits for the employees.

Signed and dated this 21st Day of FEBRUARY, 2023

For the Union:

Bob Jordan (print)

Bob Jordan (sign)

For the Employer:

Josh Legum (print)

Josh Legum (sign)