

Transition Agreement by and between

UFCW Local 1189 (the "Union") on behalf of Health Care Services Group (HCSG) employees working at Rose of Sharon Manor in Roseville, MN, Galtier Health Center in St. Paul, MN and New Brighton Health and Rehabilitation in New Brighton, MN and Yona Northstar Solutions (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 HCSG Rose of Sharon Manor, HCSG Galtier Health Center and the HCSG New Brighton Health, collective bargaining agreements with UFCW Local 1189, with modifications where necessary to reflect the change of ownership.
- 3) The Company will allow employees to enroll and participate in the Yona North Star 401(k) savings plan and will provide current employees with plan information.
- 4) Employees who had qualified and elected health insurance with HCSG will be allowed to enroll in the Yona Northstar Solutions company healthcare plan immediately.
- 5) 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.
- 6) The probationary period will be waived for all employees that were with Health Care Services Group prior to the transition.
- 7) The parties agree that the current contracts, which all were set to expire on 12/31/2022, have been extended and will continue to be extended until one party serves 14 days' notice in writing to the other party of their intent to cancel such extension or until a successor contract has been negotiated and ratified.

Signed and dated this 24th Day of JANUARY, 2023

For the Union:

Bob Jordan (print)

Bob Jordan (sign)

For the Employer:

Chad McGavock (print)

Chad McGavock (sign)