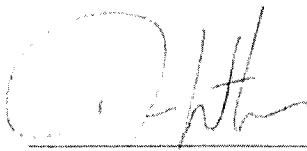


*Letter of Understanding
2026 Wage Agreement
Between
Sauer Health Care LPN's
And
UFCW LOCAL 1189*


Appendix A Wage Scale:

Effective 6/1/2026: LPN's will receive a 4% across the board wage increase



Union Representative

6/21/26
Date



Employer Representative

6/22/26
Date