

EXTENSION AGREEMENT

This Extension Agreement (“Agreement”) is made the 17th day of December, 2025, by and between ALL WAYS CARING - WASHINGTON (the “Employer”), on the one hand, and SEIU, LOCAL 775 (the “Union”), on the other hand.

WHEREAS the Employer and the Union are parties to a collective bargaining agreement with a term of July 1, 2023 through June 30, 2025, which term was subsequently extended by mutual agreement of the parties through December 18, 2025, covering the Employer’s operations in Washington State (“CBA”);

WHEREAS the parties are currently engaged in collective bargaining negotiations toward a successor collective bargaining agreement; and

WHEREAS the parties desire to enter into an agreement further extending the current terms and conditions of the CBA, on the terms set forth herein.

NOW THEREFORE the Employer and the Union agree as follows:

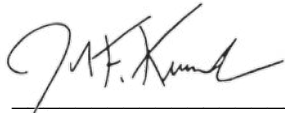
1. The terms of the CBA shall be extended to 11:59 p.m. on January 31, 2026.
2. Unless otherwise prohibited by applicable law, the CBA, including any schedules, appendices, exhibits, amendments, letters of understanding, memoranda of agreement, memoranda of understanding, side letters, letters of assurance, extension agreements and any other documents attached thereto, shall remain in full force and effect during this extension or any subsequent extension. For purposes of clarity, this Agreement does not effect or supersede the parties’ August 18, 2025 MOU, which remains in full force and effect.
3. The parties may agree to subsequent extensions of the CBA.
4. This Agreement can be executed by facsimile or electronic signature or in counterparts, and shall be deemed one document for all purposes.

IN WITNESS WHEREOF, the parties hereto set their hands and seals by their respective officers duly authorized to do so this 17th day of December, 2025.

[SIGNATURES ON THE FOLLOWING PAGE]

EMPLOYER:

ALL WAYS CARING - WASHINGTON



Signature

John F. Kuenstler

Print Name

12/17/2025

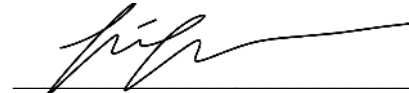
Date

Lead Negotiator

Print Title

UNION:

SEIU LOCAL 775



Signature

TJ Hickman

Print Name

12/16/2025

Date

CBER Specialist

Print Title