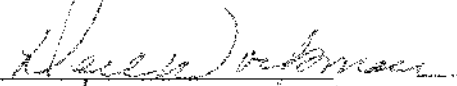


**MEMORANDUM OF AGREEMENT BETWEEN NORTH CENTRAL SNF
OPERATIONS LLC AND SEIU 775**

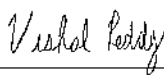
It is hereby agreed by and between North Central SNF Operations LLC (the "Employer") and SEIU 775 (the "Union") as follows:

1. The Employer recognizes the Union as the sole and exclusive bargaining representative for all full-time, regular part-time, and on-call service and maintenance employees, including certified nurse assistants, nurse assistants registered, hospitality aides, activity aides or activity assistants, restorative aides, dietary aides, dishwashers, cooks, prep cooks, housekeepers, laundry aides and transportation aides.
2. The Employer and the Union agree to be bound by all legal obligations and of the applicable terms and conditions of the collective bargaining agreement ("CBA") currently in effect between North Central Care Center and Rehabilitation, Inc. and SEIU 775 for the period October 1, 2024 to September 30, 2026.
3. This Agreement shall be effective on the date the Employer assumes operations for the facility that is the subject of this MOU.

North Central SNF Operations LLC


By: Mercedes Norman
Its: Administrator
Date: 3-27-26

SEIU 775

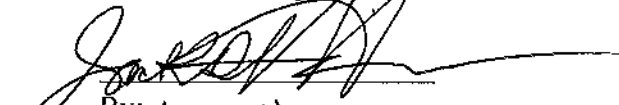

By: Vishal Reddy
Its: Lead Advisor, SEIU 775
Date: 3/25/26

**MEMORANDUM OF AGREEMENT BETWEEN NORTH CENTRAL SNF
OPERATIONS LLC AND SEIU 775**

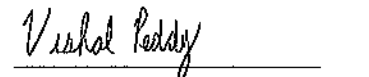
It is hereby agreed by and between Shuksan SNF Operations LLC (the "Employer") and SEIU 775 (the "Union") as follows:

1. The Employer recognizes the Union as the sole and exclusive bargaining representative for all full-time, regular part-time, and on-call service and maintenance employees, including certified nurse assistants, nurse assistant registered, restorative aides, cooks, dietary aides, laundry aides, activity assistants, and housekeepers.
2. The Employer and the Union agree to be bound by all legal obligations and of the applicable terms and conditions of the collective bargaining agreement ("CBA") currently in effect between Shuksan Rehabilitation and Healthcare, Inc. and SEIU 775 for the period October 1, 2024, to September 30, 2026.
3. This Agreement shall be effective on the date the Employer assumes operations for the facility that is the subject of this MOU.

Shuksan SNF Operations LLC


By: JACK Harrison
Its: Administrator
Date: 3/25/26

SEIU 775


By: Vishal Reddy
Its: Lead Advisor, SEIU 775
Date: 3/25/26