



TO: Bergen Regional Medical Center Employees

FROM: Steven R. Korf

DATE: July 31, 2017

RE: Notice of Termination or Employment from Bergen Regional Medical Center, LP

It has come to our attention that Bergen Regional Medical Center, LP (“BRMCLP”), has issued notices to all employees at Bergen Regional Medical Center in satisfaction of its legal obligation to provide such notice pursuant to the federal Worker Adjustment Retraining and Notification Act or New Jersey’s Millville Dallas Airmotive Plant Job Loss Notification Act (collectively, the “WARN Acts”). Please be advised, that this is nothing more than a legal notice that BRMCLP is required to give to you since your employment with them will be ending on September 30, 2017, and in no way affects your continued employment at Bergen Region Medical Center, or your employee benefits, after that date. In fact, Care Plus Bergen, who will assume operations of Bergen Regional Medical Center on October 1, 2017, has committed to:

- (a) offer employment to employees who are in good standing at the same salary and benefits as currently in place;
- (b) assume and accept the assignment of the Labor and Employment Agreements;
- (c) adopt and provide employee benefits that are the same as the benefits provided to Personnel under the Employee Benefit Plans (including crediting waiting periods and deductibles already satisfied, and without any gaps in coverage);
- (d) fully recognize and credit Personnel with the years of service of such Personnel with BRMCLP; and
- (e) adopt the same policy regarding vacation, sick days, personal days and other paid time off, and credit Personnel with accrued but unused sick days and personal days as of the Lease Term Closing Date.

We hope this letter addresses any concerns you may have as a result of the letter you may have or will receive from BRMCLP. We will be happy to answer any other questions or address any other concerns you may have at the upcoming town halls scheduled for this week with the Care Plus Bergen team. In the meantime, we remain excited about the future of Bergen Regional Medical Center and very much look forward to working with you as we move the institution forward into the future.

Cc CarePlus Bergen