



November 2st, 2018

Dear Seattle Team Member,

As I am sure you are aware the Company and your Union representatives been attempting to negotiate a successor CBA for the past year. While the parties have met numerous times we have been unable to attain a tentative agreement and as a result the Union has chosen to take the Company's last offer out to you for a ratification vote. You may have already received your voting ballot from union explaining their voting process. If you have not received a ballot, please contact your union representative to attain one.

The Company has put forth for your consideration an incredibly robust and comprehensive wage and benefits package that places team members at the pinnacle of the Seattle private EMS market.

Below are a few highlights in the Company's offer;

- The current EMT contract scale, with the 3.6% market adjustment retro to April 2018 and your off-year cash payments, continue through the last full pay period in December 2018.
- Effective the first full pay period of January 2019, all EMTs transition to a new wage scale, on the same step your currently on. Movement is based on your hire date anniversary.
- The new wage scale yields the following increases from the current scale
 - Range 1, \$15.54 to \$17.00, increase of 9.39%
 - Range 2, \$15.84 to \$18.00, increase of 13.63%
 - Range 3, \$16.77 to \$19.25, increase of 14.78%
 - Range 4, \$18.17 to \$20.25, increase of 11.44%
 - Range 5, \$19.66 to \$22.00, increase of 11.90%
 - Range 6, \$21.06 to \$24.00, increase of 13.96%
 - Range 7, \$24.96 to \$26.00, increase of 4.16%
- Effective the first full pay period of January 2020, and each year thereafter, the EMT wage scale increases by 3.5%, thus replacing the off-year cash payments.
- With the yearly wage scale increase, some years while you progress through the scale you will receive two increases (a step increase and a scale increase).
- New weekend shift differential, between the hours of 10 pm on Friday through 6 am on Monday you will be paid an additional \$1.50 per hour.
- Your vacation is accelerated, new hire to 3 years of service you will receive two weeks, 4 years of service will earn three weeks, and 9 years of service will receive four weeks.
- Special Assignment pay increased for working on a bariatric unit to \$1.50 per hour.
- Field Training Officers and Crew Chiefs will each be paid \$2.50 per hour.
- In Addition you will now be able to "stack" special assignment pay up to \$2.50 per hour. An example would be preceptors working on a bariatric unit would make additional \$2.50 per hour.

- FTOs and Crew Chief will be able to "Stack" these two special assignment pays for additional \$5.00 per hour.

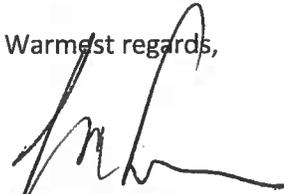
As we understand from the Union, your vote on the Company's offer will provide two options. The first is to accept, whereby a ratification by the membership will establish a successor CBA using the offer you're voting on as the CBA. The second option will be to reject the offer and authorize a strike.

We encourage you to be fully informed. Your vote matters and the future of the Seattle Fire contract and interfacility business is at stake. It is well known that our operation has been losing money for several years. After a long set of negotiations with multiple customers, we have finally achieved a sustainable system, which affords us the ability to significantly increase pay and benefits while maintaining operations. A rejection of the Company's offer and an authorization to strike will have a direct effect on our customer relationships. In the event a work action is initiated it will cause the Company to exit not only the Seattle Fire District contract, but many of our other long-term existing customer agreements. Obviously should the Company have to exit the Seattle Fire District contract, the viability of the entire Seattle business becomes at risk. I urge you to take time to read the offer that you will be voting on and fully understand the value it affords everyone working in our Seattle operation.

We have the greatest respect for all of you and believe we have put forward a fair and equitable offer that will ensure the long-term stability of our company and everyone who works here.

If you have any questions I urge you to ask your supervisors or me your Regional Director.

Warmest regards,



Mike Andrews
Regional Director