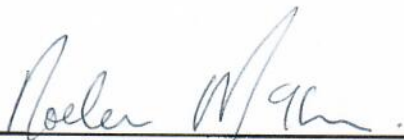


Memorandum of Understanding Regarding Premium Tiers for Healthcare

September 25, 2019

The University and the AAUP-WSU agree to postpone the addition of one or more higher-end tier(s) to the current progressive premium structure for calendar year 2020. This agreement will supersede Article 26.10.

The parties also agree that a higher-end tier will be added for calendar year 2021, effective January 1, 2021. The university agrees that this tier will be applicable to those employees with base salaries greater than \$150,000.



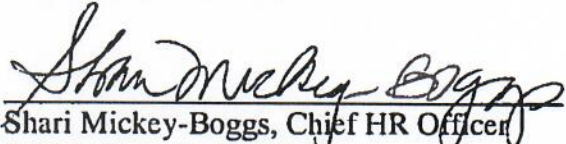
Noeleen McIlvenna, President
AAUP-WSU



Larry Chan, General Counsel
Wright State University



Robert E. Rubin, Contract Administration Officer
AAUP-WSU



Shari Mickey-Boggs, Chief HR Officer
Wright State University



Gretchen McNamara, Chief Negotiator
AAUP-WSU



Cheryl Meyer, Vice Provost, Faculty Affairs
Wright State University