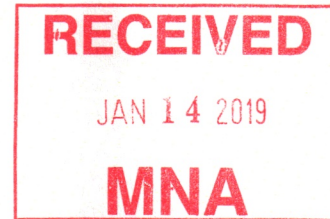


11 January 2019



John Aho
Labor Relations Specialist
Minnesota Nurses Association
345 Raymond Avenue, Suite 200
St. Paul, MN 55102

Dear John:

To follow up on our correspondence regarding the negotiations between Children's Minnesota and the MNA in 2019, I want to convey our thoughts on a potential approach.

Given the MNA's rejection of our offer to conduct a wages only negotiation, we propose bargaining at the hospital level (i.e. on a local table basis).

Again, we look forward to collaborative and productive negotiations with the MNA and await your response.

Sincerely,

A handwritten signature in black ink that reads "Ronda Dunham".

Ronda Dunham
Labor Relations Manager
Children's Minnesota