ARIS SOLUTIONS
PO Box 4409, White River Jct., VT 05001

July 31st, 2026

«Employee_First_Name» «Employee_Last_Name»
«Address_1» «Address_2»
«City», «State» «Zip»

The Vermont Homecare United, Local 4802, AFSCME Council 93 and the State of Vermont reached a new Collective Bargaining Agreement ("CBA"), this July 2026, establishing new minimum rates and a bonus provision.

It has been determined that your work as an independent care provider has made you eligible for a bonus of $«Bonus» through the CBA's Bonus Provision.
We found that you are:

- an employee,
- who was paid for work between **June 29th, 2025, and July 4th, 2026**,
- were paid for a total «Worked» hours,
- with employer, «Employer_First_Name» «Employer_Last_Name».

You will receive the bonus payment unless you opt out of receiving it by signing below and returning this form by August 14th, 2026, to the address below. If you have more than one employer that you have been pre-screened for, you will receive a separate letter. You may be eligible for more than one payment.

It is important to understand that the Bonus Payment is taxable income. The amount you receive will be reduced by the employer portion of Social Security and Medicare taxes (a total of 7.65%) as well as your normal withholdings. Please go to www.arissolutions.org for a Frequently Asked Questions (FAQ) if you have questions about how this income could affect your eligibility for public benefits. Bonuses will be paid using the method on file at ARIS for the payment of the employee's wages and will be issued on the first pay date inclusive of the first full pay period in August 2026.

I (below) certify, under the pains and penalty of perjury, to the best of my knowledge, that the information provided on this form is true, accurate and complete. I understand that submission of inaccurate information may result in civil and/or criminal penalties. I understand the CBA provides that if I wish to receive the bonus payment, I must commit to working three (3) months subsequent to the payment. I hereby choose to opt out of receiving any bonus payment.

_____ _____

Employee Signature Date

If you have any questions about the Bonus provision or how to complete the form, please contact our Customer Service team. Customer Service staff are available Monday through Friday, from 8:00 a.m. to 4:00 p.m., by calling (800) 798-1658