

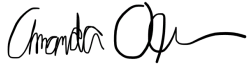
**THEDACARE, INC. – Neenah, Wisconsin**

**SIGNING BONUS AGREEMENT**

This agreement is made and is effective as of the *First* day of *October* 2021 between ThedaCare, Inc. (“ThedaCare”) and *Amanda Olson* (“Employee”). In consideration of the material advantages accruing to the two parties and the mutual covenants contained herein, ThedaCare and Employee agree to the following terms:

1. Employee agrees to render full time services as a *RN* to ThedaCare for a period of at least 2 years, beginning *10/18/2021*.
2. In consideration for this commitment, ThedaCare agrees to pay Employee a \$25,000 signing bonus, with \$9,000 of the signing bonus to be paid within thirty (30) days of your start date, \$8,000 to be paid following six (6) months of employment, and the final \$8,000 to be paid following twelve (12) months of employment. All other terms and conditions of employment and benefits, as described in the ThedaCare Handbook and benefits booklets for employees, will apply. These amounts are pre-tax and ThedaCare will apply all payroll taxes at time of payment.
3. If Employee resigns or is terminated for cause prior to one (1) year of employment, Employee will be responsible for full repayment of the signing bonus. If Employee resigns, is terminated for cause, or reduces below a 0.5 FTE status prior to two (2) years of employment, Employee will be responsible for prorated repayment of the signing bonus, based on the number of months Employee is employed. This contract is not intended to make a commitment on the part of ThedaCare for any specific term of employment, and Employee remains an employee at will of ThedaCare. ThedaCare reserves the right to terminate employment with this individual. This signing bonus is a one-time only event and will not be offered to Employee should they be rehired by ThedaCare after termination of employment related to this agreement.
4. All rights, duties, and obligations of both parties to this contract shall cease on the second year anniversary of the hire date.
5. This contract constitutes all the agreements between the parties with respect to the subject matter hereof. It also supersedes any and all other agreements or contracts; either oral or written, between the parties with respect to the subject matter hereof, excluding the terms and conditions of employment applicable to all ThedaCare employees.
6. The terms and conditions of this contract may be amended at any time by mutual agreement of the parties, provided that before any amendment shall be valid or take effect, the amendment shall have been reduced to writing and signed by a representative from Human Resources and Employee.
7. The invalidity or unenforceability of any particular provision of this contract shall not affect its other provisions, and this contract shall be construed in all respects as if such invalid or unenforceable provision has been omitted. This agreement shall be construed and enforced in accordance with the laws of the State of Wisconsin.

8. If a provision(s) of Paragraph 3 is triggered, repayment is authorized to be taken from the employee's paycheck, after allowing for applicable and required taxes and permitted deductions. Any repayment must be made on or before your final date of active employment and shall be by certified check to the Company or may be deducted from your final payroll or PTO balance. If still insufficient funds, repayment is authorized per a signed promissory note by the Employee.

A handwritten signature in black ink, appearing to read "Amador" followed by a stylized flourish.

10/4/2021