



HWS General Incentive Compensation Plan

Exhibit 20 – Local Network RNs

Effective: January 1, 2019

Eligibility:

- Local Network Registered Nurses

Plan Components:

- Quarterly incentive bonus based on productive hours worked

Metrics:

- Local Network Registered Nurses will receive a \$500 bonus for 468 productive hours worked within a calendar quarter. At the beginning of each calendar quarter, the hours will reset.
- The full 468 hour increment needs to be worked in order to be eligible for the bonus. Partial increments will not be eligible.