

APPENDIX K

**SIDE LETTER – Lump Sum Signing Bonus**

The University agrees to implement a one-time lump-sum amount to be paid to all HX Unit employees (including career, limited, probationary and per diem HX employees) in exchange for the Union's ratification of the UCA/PTA Agreement.

This lump sum signing bonus is not considered regular compensation and therefore is not considered covered compensation for purposes of retirement.

This ratification, lump-sum signing bonus shall be in the amount of \$1000, paid to each HX-Unit employee within 180 days of the Union's written notification of ratification of said contract.

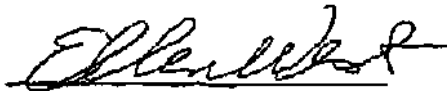
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