



Patrick Prindeville  
Executive Director  
Labor Relations

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April 28, 2020

Ms. Gladys M. Finnigan  
Assistant to the Vice President  
Communications Workers of America  
AFL-CIO, District One  
80 Pine Street, 37<sup>th</sup> Floor  
New York, NY 10005

Re: COVID-19 Backup Care – Renewal

Dear Gladys,

As a result of the COVID-19 outbreak, through the expiration of this agreement, the Company will offer Associates Bright Horizons back-up care benefits on the same terms it offers such benefits to management employees. Additionally, from March 16<sup>th</sup> through the expiration of this agreement the Company will eliminate the annual limit on the number of hours an employee can utilize on Bright Horizon back-up care benefits. Additionally, from March 16<sup>th</sup> through the expiration of this agreement any hours an employee utilizes on Bright Horizon back-up care benefits will not be counted towards their annual limit if such a limit is reinstated.

This agreement shall remain in effect through June 30, 2020.

This agreement is without prejudice or precedent to any position that any party to this agreement may wish to take in any other proceeding involving any matter. This agreement, and the underlying facts related to this agreement, shall not be cited by any party in any proceeding in any forum including, but not limited to, any arbitration or matter before any federal, state or local court or administrative agency, involving any matter, except as necessary to enforce the terms of this agreement.

Please indicate your agreement with the above by signing a copy of this letter where indicated and returning it to me.

Very truly yours,

Patrick J. Prindeville  
Executive Director - Labor Relations

Agreed for the Union:

Gladys M. Finnigan  
Gladys M. Finnigan – Assistant to the Vice President  
Communications Workers of America

Dated: April 28, 2020