



February 20, 2023

Don Henley  
Business Representative  
Teamsters  
18597 Valley Blvd.  
Bloomington, CA 92316

VIA ELECTRONIC MAIL

**RE: 2023 Financial Gate/Operating Margin**

Dear Mr. Henley:

This correspondence will serve as notification consistent with the KP-Alliance Health Care Unions\_National Agreement regarding the Performance Sharing Plan for 2023. For your awareness, the 2023 financial gate/operating margin for the Kaiser Permanente Market in SCAL has been established at 1.1%.

Thank you for your attention to this matter.

Regards,

A handwritten signature in black ink, appearing to read "Richard D. Rosas", written over a horizontal line.

Richard D. Rosas  
Executive Director, Employee & Labor Relations, SCAL/HI Markets