

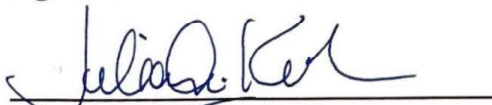
**2025 KP/Alliance of Healthcare Unions National Bargaining
Tentative Agreement**

June 5, 2025

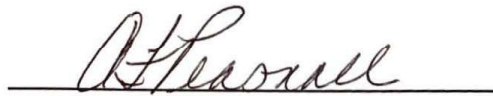
Qualified Dependent Death Benefit

The Qualified Dependent Death Benefit (QDDB), as described in the plan document will be extended to Alliance-represented participants in Employer-sponsored pension plans effective January 1, 2026. This provision states that the qualified beneficiary of a single, vested, active participant will receive pension payments in the event of their death.

Agreed:



Hal Ruddick
Executive Director
Alliance of Health Care
Unions



Arlene Peasnell
Senior Vice President
National Labor Relations,
Kaiser Permanente