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January 9, 2013

*Re: St John Providence Class Action*

Dear Providence Class Members,

After several *additional* weeks of negotiating, we are pleased to announce that we have resolved the TouchPoint outsourcing issue and reached another tentative settlement with St. John summarized as follows:

1. St. John will be required to reinstate 100% of all current employees' excess banks.
2. St. John will be required to reinstate the excess banks of eligible employees who transferred to Providence Park.
3. Everyone will be entitled to use their excess bank or obtain a cash payout upon retirement exactly the way they did in 2006 before St. John eliminated the payout in 2007 and then cancelled the banks entirely in 2008.
4. Employees who left since December 31, 2008 (when the banks were cancelled) will be divided into four groups:
  - a. Those who would have been eligible for a cash payout when they left will receive 100% of their cash out now.
  - b. Those who left but were not eligible for a cash payout will receive a \$1000 payment if they were at least 54 years old and had at least 9 years of service when they left (in other words, the employees who were close).
  - c. Those who do not meet either requirement a or b will not receive anything.
  - d. Any of the 22 class representatives who left since 2008 will receive a cash payout of their entire excess bank even if they did not meet the age and years of service requirements.
5. Employees outsourced to TouchPoint in 2012 will receive at least \$1000.
6. St. John will be required to pay 100% of your attorney fees (totaling \$1.375M) so you will not have to pay us anything.
7. St. John will be required to pay each of the 22 class representatives an additional \$3000 (\$5000 for Phyllis Dickie and Tom Barker, and \$8000 for Mary Ann O'Brien, based on their extra involvement in the case).

8. St. John has to pay for all the processing and administration of the settlement.
9. Any unclaimed funds cannot be kept by St. John but instead will be paid to the St. John Associates Hardship Fund.
10. Both sides are releasing each other for any other claims arising out of the cancellation of the excess banks.
11. The entire signed settlement agreement is available for your review in the courtroom of Judge Biernat (address below).
12. The TouchPoint employees must file an objection with the court by Wednesday, January 16, 2013 and appear at the approval hearing referenced below. If you previously filed an objection, you need not re-file it but should appear at the approval hearing to voice your objection.
13. **No one is allowed to speak with the media about this. You may discuss this with anyone else, just not the media!**

Macomb County Circuit Court Judge James M. Biernat will hold a hearing on **Friday, January 18, 2013 at 8:30 a.m.** to determine whether to approve of the settlement. Here is the address and map for the courthouse in downtown Mt. Clemens:

Judge James M. Biernat, Jr.  
Third Floor  
40 North Main Street  
Mount Clemens, MI 48043



We encourage Providence associates to attend the hearing. No one other than objectors will be required to say anything, but your presence will be welcomed and appreciated.

Very truly yours,

STERLING ATTORNEYS AT LAW, P.C.

*Raymond J. Sterling*

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