

March 26, 2025

Mitchell Katz, M.D.
President & CEO
NYC Health + Hospitals
50 Water Street, FL 17
New York, NY 10004

Re: Consulting arrangement with Simran Kaur

Dear Dr. Katz,

In accordance with Conflicts of Interest Board Rule section 1-07(d)(1), I am writing to request that Simran Kaur be retained directly by MetroPlus Health Plan Inc. ("MetroPlus"), and not by a third party, as a consultant, to temporarily work on particular matters with which she was personally and substantially involved. Ms. Kaur will continue to work with the MetroPlus Human Resources Department, supporting the Chief People Officer, primarily on a project focused on evaluating and optimizing MetroPlus' title structure. There may be other projects during this consulting period that Ms. Kaur worked on prior that she can provide advice on to the Human Resources Department, however, the primary project is the Titling project. There will be no new projects assigned to Ms. Kaur.

Ms. Kaur will separate from MetroPlus on February 21, 2025, with more than 10 years of HR experience at MetroPlus. Most recently, she served as Senior Advisor for the Human Resources Department. Prior to serving in this role, Ms. Kaur served in the following roles: Deputy Chief People Officer, Acting Chief People Officer and Chief People Officer at MetroPlus for more than 2 years. While in the Acting and CPO roles, she oversaw all aspects of human resources, labor relations and training and development for MetroPlus.

Ms. Kaur is uniquely qualified to serve, and she requires no training. Ms. Kaur's experience at MetroPlus with labor relations, as the former Chief People Officer, makes her uniquely qualified to complete this project. Over the last year, in her role as Senior Advisor, Ms. Kaur has worked on this project in collaboration with the human resources team and MetroPlus Executive Leadership team. The consultancy arrangement will allow her to assist with the finalization of the analysis and recommendations, participate in discussions with key stakeholders and address all issues related to this project. While Ms. Kaur was employed at MetroPlus, she largely directed this project and has extensive historical knowledge of MetroPlus' labor issues. She also has labor relations knowledge as a labor attorney that we want to utilize to develop the best possible recommendations. Ms. Kaur's expertise is crucial to the completion of this work, which will ensure that the title structure at MetroPlus is in alignment with industry and NYC Health and Hospital's standards and is fair and equitable.

Ms. Kaur's consultancy will begin on February 24, 2025 and will continue for up to six months from the effective date of the executed consultancy agreement. Under the agreement, Ms. Kaur will be compensated at \$220.00 per hour, which is comparable to her prior compensation at MetroPlus prior to her separation. Ms. Kaur's prior compensation was \$307,885 annually.

Sincerely,



Dr. Talya Schwartz
President and CEO, MetroPlus Health Plan Inc.