

Memo

To: Family Lives Nurses

From: JoEllen Kuhlman

Date: 9/4/2010 **Re:** ADP iPay

Dear Family Lives Nurse,

We are pleased to announce ADP iPayStatements, a new benefit for all Family Lives Nursing employees. Family Lives will be launching the "Going Green" Initiative program May 7, 2010.

Enclosed employees will find registration information to access the iPAY system.

Through ADP, our payroll provider, we are able to offer you access to your earnings statements and W-2 forms 24 hours per day, 7 days per week. In addition, you will have the ability to make changes to your W-4. Efforts to administer this new program will include all employees enrolling in direct deposit.

We hope you will enjoy this new feature. We appreciate the opportunity to provide you with this exciting new way of viewing your pay information.

Sincerely,

JoEllen Kuhlman