



December 21, 2020

Dear Still Hopes Staff Members,

My, what a year this has been. I have been in this industry for a long time, and this year was full of more unexpected challenges than we could have ever anticipated. However, what made us not just strong, but Still Hopes Strong, was each and every one of YOU. I don't think I can adequately describe the gratitude and pride I feel to call each of you friends and team members. Your dedication to each other and our residents has been nothing short of remarkable. Thank you doesn't seem like much at this point, but please accept a most heartfelt thank you from me. Thank you for showing up and being a light to each other and our beloved residents. Your very presence has meant more than you can ever know.

With all of this being said, I would feel remiss if we went into Christmas and New Year's without at least one more gentle reminder from me. We have come so far and stayed vigilant, so please don't let your guard down now. Please remember two very simple words – **FINISH STRONG**. Finish this year as safely as you possibly can. I want all of us to start 2021 healthy and whole. These are guidelines I gave to our residents just last week, and I want to give them to you, once again, at this time:

- Avoid gatherings with people who you do not live with.
- Wear a mask at all times when you are outside your home. Keep six feet of distance between you and other folks when at all possible.
- Wash your hands frequently and thoroughly with warm soapy water. Use hand sanitizer frequently, especially when hand washing is not available.
- Avoid touching anything you do not have to touch and wash your hands immediately after touching anything, like handrails, door knobs, etc.

We are coming into a time of year when it would be easy to let your guard down. Please don't do this. **FINISH STRONG**. Always be mindful of your actions, and pray others will do the same. Remember that nothing is permanent, and this too shall pass. However, your actions today could very well predict what happens tomorrow. I pray this holiday season is filled with nothing but joy and health for you and your loved ones.

Again, thank you for giving Still Hopes the gift of your presence and dedication this year. I am proud to lead this team and I look forward to all the blessings 2021 will bring.

Sincerely,

A handwritten signature in black ink that reads "Danny Sanford".

CEO, Still Hopes