

February 24, 2021

Still Hopes Staff,

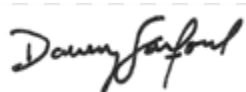
As you all have heard many times before, the information and requirements in relation to COVID-19 are changing frequently. Here at Still Hopes we hope you feel that any guidance in relation to COVID-19, or its vaccine, is given with a spirit of love and desired protection. Protection not just for you, but for our residents as well. That is the spirit I hope you will keep in mind as you read this memo. As the leader of this great organization, I truly care about each of you, and each of our residents.

Right now it is hard for anyone to know which direction the COVID vaccine is headed. While we know a great deal of information, there is still much to be sorted out. What we do know for certainty is that the vaccine provides some protection against the virus. While that protection is not 100%, it is still a solid step towards protecting yourself. There has been much discussion amongst organizations like ours about mandating the COVID vaccine for staff members. Multiple communities have done this mandate, and they are now able to open their doors and enjoy freedoms they haven't seen in a year. We do not know yet whether a mandate will be necessary here at Still Hopes, but I do want to ask that you seriously consider getting vaccinated if you have not already done so. When you talk with your healthcare provider, tell them your employer may mandate the vaccine, and ask for their guidance. Like I said earlier, we are not mandating the vaccine at this time, but I want you to think critically about this issue.

Another road we may take is to say that if you have not been vaccinated, you will need to wear a kN95 mask while at work. We would offer these masks to all employees, so as not to single out or differentiate between those who have or have not received the vaccine. However, as we know very well, people are very capable of making their own assumptions. This requirement is not to embarrass you, but please understand we have to protect our residents to the very best of our abilities. They are the reason we are here. So, again, please think and pray on your decision to get vaccinated if you have not already done so. CVS will be here on March 5<sup>th</sup> to administer second doses of the vaccine, and they will be administering first doses as well. It would be wise to get the vaccine while you are on the clock and getting paid. If you wish to get your vaccine at this clinic, you must sign up with Human Resources by Monday, March 1<sup>st</sup>.

Let me close this letter by thanking you for your commitment to Still Hopes. None of these decisions are easy – for you or for me. However, I must do all I can to protect our residents. I also care deeply for you and wish to protect you from this virus as best I can.

Sincerely,



Danny Sanford, CEO