



STILL HOPES

Episcopal Retirement Community

To: All Still Hopes Staff
From: Danny Sanford, Still Hopes' CEO
Subject: COVID Vaccine Mandate and Upcoming Meeting
Date: November 8, 2021

Dear Still Hopes Staff,

This memo needs to begin with my thanks to each of you, for all you have done and are doing to keep one another and our residents safe and healthy. Your work is definitely appreciated and important to the story of Still Hopes' success in taking such good care of our entire family. Hats off to you all!

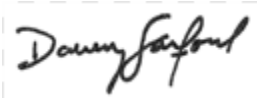
The vaccination mandate that we have been expecting and dreading has been issued. We understand this is an extremely personal and emotional issue for many of you. Unfortunately, the mandate is clear and pertains to all of Still Hopes staff. **We have scheduled a meeting that can be attended in person, or virtually, with a panel of healthcare experts on the vaccine, for Friday November 12th at 1:00 pm in the Keenan Event Center.** More information to come on this. Our hope is that this panel can answer your questions about hesitancy to get vaccinated and relieve any concerns you are having. Please do come.

The vaccination mandate order is dated Friday, November 5, 2021. Put simply, the order mandates that if you are not already fully vaccinated, you must receive at least one dose of vaccine on or before December 5, 2021, to continue working. Further, it mandates the same restriction for the next dose, in the case of a multi-dose vaccine, which must be taken by January 4, 2022.

- **The mandate is set up to cover all the staff, contractors, volunteers, or professionals who work directly or indirectly with the residents who live within our Medicare Part A neighborhood, Sanders Guignard Rehab Suites.** It also covers any other staff member, contractor, volunteer, or professional that might come into contact with a Medicare Part A resident, or another staff member working in the Sanders Guignard Rehab Suites. This order even specifies that our Board of Trustees, who visit this campus for about 2 hours, 5 times a year, must be vaccinated. **It is clear that it covers 100% of our staff, our contractors, our professional partners, and our volunteers.**
- The order stands on a single premise: **There will be substantial benefits to patients and residents, simply because of fewer infections happening among staff.** It is clear that CMS' order is aimed at resident health and safety. The expectation is that as healthcare workers, we will get vaccinated as a best practice way to protect those we are pledged, or called, to serve.
- **The order does allow for both medical and religious exemptions,** with some specific documentation and language required. For those staff who do qualify for exemptions, or who have to delay vaccination due to clinical precautions, there will be "additional precautions" they have to take when working. To date we believe these additional precautions could include things like source control (masks, gloves, goggles, face shields), physical distancing, and frequent testing. We have to decide that for ourselves. The order explains that the scientific evidence on testing shows that **vaccination is the more effective infection control measure.**
- CMS has put NO sunset clause into this order. They say that the public comments they receive over the next month or so will help to inform them whether they should make this a permanent order or consider ending it at some future date. In either case, it will take another actual order to end it.

I do hope you find this information helpful and if you are unvaccinated now, I ask that you prayerfully consider becoming vaccinated. Again, we have scheduled a professional panel discussion, with time available for your questions, on Friday November 12th at 1 pm in the Keenan Event Center. We will be taking advance questions and the presenters have suggested this method would afford you their best possible answer. We will also record the session for later access.

THANK YOU ALL FOR YOUR WORK, YOUR DILIGENCE, AND YOUR TIME TO READ THIS.

A handwritten signature in black ink, reading "Danny Sanford". The signature is written in a cursive style with a large initial "D".