



March 23, 2020

Dear Mather employees,

As the coronavirus situation evolves, we are so proud of the way in which fellow team members are working together across Mather to fulfill our mission of creating Ways to Age WellSM! We are continually adapting our operations to minimize the spread of the virus and have taken proactive steps to protect the health, safety and well-being of our customers, residents and employees. This includes providing new employee benefits of additional pay, expanded leave opportunities, job protection, and opportunities for employees to work remotely, as described below.

Emergency Bonus Program

Mather will provide an emergency bonus program for those who work at our senior living residences. This bonus program is effective at the start of our next pay period March 29, 2020 and will remain in place until visitor restrictions to our senior living communities are lifted or December 31, 2020.

- **The Mather Life Centre and Sonora:** RNs, CNAs, and other staff (including those from other areas of service) assigned to work all of their time in our care venues will receive an additional 20% of base pay for hours worked at the community.
- **The Mather, Splendido, and Mather Place:** Employees assigned to work at The Mather, Splendido and Mather Place (including employees from other areas of service) will receive an additional 10% of base pay for hours worked at the community.

Emergency Paid Sick Leave: 100% of pay for first two weeks

Mather will provide 2 weeks emergency paid sick leave for employees affected by COVID-19 if they are unable to work or telework due to one of the reasons noted below. If the employee:

1. Has received an isolation or quarantine order from the government, a request from a health care provider, or Mather, to quarantine or isolate; or
2. Has COVID-19 symptoms and is seeking a medical diagnosis; or
3. Is caring for a family member who is isolated or under a quarantine order; or
4. Needs to care for a child whose school or place of care is closed, or whose childcare provider is unavailable due to COVID-19.

This emergency paid sick leave is a new benefit and does not affect an employee's current PTO or EIB balance.



Job Protection

If employees are approved for needed time away from work due to COVID-19, their jobs are protected. They can return to the same or comparable job when they are able to return to work.

Expanded Leave of Absence Program

Mather is evaluating our current family leave program to see how it can be expanded and strengthened to support employees after the emergency sick leave period based on individual situations. We are looking at utilization of Paid Time Off (PTO), Extended Illness Benefit (EIB) and disability benefits and will share more soon.

The new job protection and emergency paid sick leave, implemented out of our desire to support employees, is effective March 23, 2020 and will last until visitor restrictions to our senior living communities are lifted or December 31, 2020 whichever occurs first.

Employees will need to provide acceptable documentation of their situations to Jim Monroe at jmonroe@mather.com or Greg Pilafas at gpilafas@mather.com in Human Resources. Please email Greg or Jim or leave a message at (847) 492.7500.

We know that this is a lot of information to absorb and you may have additional questions. Your HR representatives will be pleased to answer any questions you may have.

We appreciate your unwavering commitment to our mission and the residents we serve. Residents are so grateful to you for your commitment to them. Please know we are here for you and we will get through this together!

Please stay well!

Mary Leary
President and CEO

Mary Sullivan
SVP, Human Resources