

October 22, 2020

Dear Employees of Mather,

We are proud of you and your team members for how well you have dealt with the uncertainties and complexities of serving residents, customers, and fellow employees during the pandemic. We appreciate and celebrate you and your commitment to creating Ways to Age Well.<sup>SM</sup>

This letter is to remind you that Mather provides a one-time benefit of **up to two weeks' paid emergency sick leave** for employees who are unable to work because they have symptoms and are being tested for COVID-19, or have been diagnosed with COVID-19, or are quarantined by Mather or a governmental agency, or need to care for a family member or person with whom they live who is ill with COVID-19. This new benefit was put into place in March 2020 at the onset of the pandemic.

In addition, Mather provides other benefits to support employees who are ill with COVID-19, including PTO and, if benefits-eligible, Extended Illness Bank and/or Short-Term Disability. In some situations, workers compensation may be provided. Mather also provides an expanded Leave of Absence program. We are also committed to providing the current bonus program for working on-site at a senior living community through the end of 2020.

It is very important that you continue to be diligent about staying home if you are not feeling well, even if you think it is due to a cold, flu, or allergies, and not COVID-19. Some symptoms you think might be due to a cold or flu are also possible symptoms of COVID-19. When you compare cold, flu, and COVID-19 on the attached chart, you can see some symptoms are similar or the same. **We ask that you stay home if you have ANY symptoms**, as we are now entering the cold and flu season and these can be very harmful to residents as well. If you are not well, please contact your manager and Human Resources representative and let them know.

If you haven't already received a flu vaccine, we encourage you to do so. Free vaccines will be offered at Mather senior living residences (contact your Human Resources representative for days and times) or at Walgreens pharmacies (call to confirm your local store has vaccines). If you are a participant in Mather's health plan, there's still time to earn the \$365 discount on your 2021 medical premium:

- Complete one online Challenge through Asset Health
- or
- Any 2 online Asset Health courses with a passing test score of 70% or higher
- or
- Complete Annual Health Screening with results uploaded to Asset Health website

**AND**

Receive flu shot with proof submitted to Asset Health by **November 14**.

We appreciate your unwavering commitment to our mission and those we serve. Please know we are here for you and we will get through this together. Please stay strong and well!



Mary Leary  
President and CEO



Mary Sullivan  
SVP, Human Resources



**COVID-19 has symptoms similar to a cold and flu, so if you have any symptoms *at all*, stay home.**

Symptoms	COVID-19	Cold	Flu
Onset	Gradual (if at all)	Gradual	Abrupt
Fever	Possible	Rare	Usual
Aches	Possible	Slight	Usual
Chills	Not as common	Uncommon	Fairly Common
Fatigue/weakness	Possible	Sometimes	Usual
Sneezing	Not common	Common	Sometimes
Cough/chest discomfort	Possible	Mild-Moderate	Common
Stuffy nose	Possible	Common	Sometime
Sore throat	Possible	Common	Sometimes
Headache	Possible	Rare	Common

**In addition to the above, please stay home if you have the possible COVID-19 symptoms below:**

Loss of taste or smell  
 Muscle pain  
 Shortness of breath  
 Pink eye

Vertigo  
 Gastrointestinal issues such as diarrhea,  
 nausea, or vomiting