



May 3, 2021

Dear Employees of Mather,

It is an understatement to say that we've all just been through an extremely challenging year with the COVID-19 pandemic. Thank you for everything you do to keep residents and each other safe and well.

Receiving the COVID-19 vaccine can help prevent you from getting sick with COVID-19 and is an important step to help stop the pandemic. To help each of us, and those we serve, continue to move forward, Mather is instituting a new policy.

MANDATORY COVID-19 VACCINATION:

In order to safeguard the health of team members and their families, residents, visitors, and the community at large, **Mather will require all team members, including new hires, to receive COVID-19 vaccination(s)**, unless a reasonable accommodation and exemption from the policy is approved. Individuals seeking an exemption from this requirement for medical or religious reasons should complete a Request for Accommodation form and submit it confidentially to Jim Monroe, HR Analyst at the Orrington Office (jmonroe@mather.com) or their Human Resources representative.

The vast majority of you are already vaccinated. Those who have not received the vaccination(s) will have until June 14, 2021, to be fully vaccinated or at least obtain their first dose of the vaccine and have the second dose scheduled, or have obtained an approved exemption as an accommodation. If an employee is still undecided by June 14, he or she will be placed on a 30-day unpaid leave of absence. Anyone who ultimately decides not to get vaccinated will be considered to have voluntarily resigned his/her position with Mather.

This policy applies to all team members at Mather, regardless of their work location. Employees will be paid for the time taken to receive vaccination(s) up to a maximum of 4 hours. For offsite vaccinations, employees are requested to work with their managers to schedule appropriate time to comply with this policy. The employee's Human Resources representative is available to assist an employee who needs assistance in scheduling an appointment.

This policy is intended to comply with all applicable laws and is based on guidance from the Centers for Disease Control (CDC), state and local health authorities. It is designed to protect all of us, and we hope that every employee will choose to get vaccinated. COVID-19 vaccines are effective at preventing COVID-19 disease, especially severe illness and death.

If you have questions about receiving the vaccine, we encourage you to speak with your health care provider. If you have questions about our policy or your situation, please talk to your HR Representative.

Please take care and stay well.

Sincerely,

Mary Sullivan
SVP, Human Resources

Michelle Mada
VP, Senior Living Health and Wellness