

March 3, 2022

Dear Employees of Mather,

We hope you and your loved ones are healthy and well. As you know, Mather continues to monitor trends for COVID-19, including cases across the nation and in the counties where our communities are located. We'll continue to practice caution in order to protect employees and residents alike.

Please do not come in to work if you are experiencing symptoms of COVID-19. We request your continued vigilance in core infection control practices. Specifically, we request that you continue to follow these guidelines:

- screening of all who enter the community or offices
- practicing good hand hygiene (use of alcohol-based hand rub or soap and water)
- using a well-fitting face masks (covering mouth and nose)
- physical distancing at least six feet between persons when possible
- using outdoor spaces for gatherings and programs when possible
- cleaning and disinfecting high-touch areas
- please don't come to work if you are feeling ill

The good news is that being fully vaccinated against COVID-19 is shown to be effective in reducing risk of contracting COVID-19 disease, and especially risk of severe illness and death.

TRAVEL POLICY

Mather's travel policy follows the guidance of the CDC's travel requirements. Keep in mind that some states are experiencing high rates of COVID-19 infections due to lower vaccination levels. Mather's travel policy includes the following:

DOMESTIC TRAVEL

If you are **not** "up to date" on your vaccinations and booster and wish to travel outside of your state, Mather requires you to take these steps:

- Complete the [Mather Travel Form](#).
- Get tested with a [viral test](#) three to five days after returning from travel. Report your test results to James Monroe, Mather's HR analyst (jmonroe@mather.com), and await release back to work direction from him.
- Stay home and self-quarantine for a full **five days** after travel.

"Up to date" means you have received all the COVID-19 vaccinations and booster shot for which you are eligible. If you are "up to date" and asymptomatic, no quarantine is needed, and you do not need to complete a Mather Travel Form advising us of your travel plans for domestic travel. (See [Stay Up to Date with Your Vaccines | CDC.](#))

INTERNATIONAL TRAVEL

Whether you are unvaccinated, fully vaccinated, or “up to date” with the booster shot, Mather requires completion of a [Mather Travel Form](#) before international travel. The federal government requires proof of a negative COVID-19 viral test no more than one day before airline travel or documentation of recovery from COVID-19 for re-entry by people flying to the United States.

- If you are **not** up to date on your vaccinations, you must quarantine for five days after you return to the United States.
- If you are up to date on your vaccinations and provide Mather with the test results you provided the airlines to reenter the United States, no quarantine is required.
- Any international travel employees must have a COVID-19 test three to five days after arrival to the United States. Report test results to James Monroe.

NOTE: Based on county positivity rates, local health authorities may reinstate quarantine guidelines and Mather will follow state and local travel rules.

CDC guidelines for domestic and international travel can be found here: cdc.gov/coronavirus/2019-ncov/travelers.

Mather updated its COVID-19 vaccination policy December 3, 2021, to require all team members, including new hires, to receive a COVID-19 vaccination and booster by March 21, 2022, unless a reasonable accommodation and exemption from the policy is approved. Employees who work in The Mather Life Centre need to be “up to date” on vaccinations and booster by May 15 to meet requirements in Illinois.

The health and well-being of employees and residents remain our top priority. We are learning new information about COVID-19 as the pandemic progresses. Practicing strong infection control measures continues to be important. We’ll provide updates, as information is fluid and guidelines may change.

If you have any questions, please reach out to your Executive Director or Human Resources representative.

Please take care and stay well.

Sincerely,



Mary Sullivan
SVP, Human Resources



Michelle Madda
VP, Health and Wellness