



Dear ELC Team Members,

President Biden has announced that all skilled nursing facility employees will be required to have all staff vaccinated against COVID-19. While we await guidance from the Centers for Medicare & Medicaid Services (CMS), I wanted to share a few important notes:

- Please mark your calendar for our upcoming virtual ELC Town Hall and Q&A webinars. Three sessions will be held, please attend ONE that best suits your schedule.
  - Wednesday August 25 at 4pm EST
  - Thursday August 26 at 9:30am EST
  - Friday August 27 at 12pm EST
- Exceptional Living Centers will act in full compliance with the guidance set forth by CMS. We remain dedicated to protecting the health and lives of our employees and residents and firmly believe this is the best way to reduce the risk of infection and spread of COVID-19.
- All Exceptional Living Centers employees and contracted staff will be asked to follow these policies and procedures, regardless of position or care level.
- CMS has not yet announced when this guidance will go into effect. We will communicate any deadlines as well as our formal policy as soon as possible.
- We respect everyone's right to choose to take or not take the COVID vaccine.
- We continue to respectfully request that our employee's take the vaccine for their own safety as well as the safety of their family, our residents, our employees, and our employees' families.
- We continue to honor medical and religious exemptions. If you have questions about those criteria, please contact your Executive Director.
- Our Protect The Others Free PTO program has been extended. All employees who choose to be vaccinated will be awarded with extra PTO (half day for part time employees, full day for full time employees). We will also be holding weekly prize drawings for all vaccinated staff beginning August 27.

More information will follow, but in the meantime, please don't hesitate to contact us directly by emailing [covidquestions@exceptionallivingcenters.com](mailto:covidquestions@exceptionallivingcenters.com).

Thank you for your dedication to the safety of our residents, families and employees.

Tom Watts  
President & CEO