



December 27, 2021

Dear Team:

Happy Holidays!

I want to take a moment today to first thank all of you for everything you do to provide care, compassion and love to our residents. It can be a difficult time to work in a skilled nursing facility. We all work in this profession to provide the care and love our residents deserve and expect, but I know it can be difficult with the added burden of care that comes with COVID and the confusion of the latest COVID policies and regulations.

So, from me and my family and on behalf of all of the leadership at Exceptional Living Centers “Thank You” for all that you do. I am grateful to each and every team member throughout our ELC family.

Update Regarding COVID Vaccine Requirement:

If you recall, OSHA and The Center for Medicare and Medicaid Services (CMS) published rules regarding COVID vaccine requirements on the same day in early November. Both rules apply to ELC and the skilled nursing facilities we manage. Shortly after the rules were issued the OSHA rule was temporarily “stayed” in the US Fifth Circuit Court. We continued to implement the COVID vaccine requirement until an injunction was issued in US District Court just before the December 6th deadline for employees to receive their first dose of the vaccine. At this time the OSHA “stay” has been dissolved and the injunction prohibiting enforcement of the CMS rule has been limited to 25 states.

I want to again, as always, respectfully request that all employees consider getting vaccinated for COVID 19. The vaccine continues to be the most effective way for us to protect our residents, our co-workers and our families.

For the moment, we will continue to monitor any activity in the court system in addition to guidance from OSHA and CMS to determine when and how we will resume our efforts to comply with the vaccine requirements.

Again, I want to thank all of you for your commitment to our residents and for your continued patience as we work together to understand and implement the latest COVID policies in a rapidly changing environment.

Thank you and Happy Holidays,

Tom Watts

President and CEO