

May 7, 2020

Dear Beatitudes Strong Team,

I know for many of us we've reached that "point." We've been all hands on deck for mitigating the spread of coronavirus for two months now. We're over the newness of taking temperatures, screening people, delivering meals and packages, amping up our infection control measures, wearing masks. We've been sheltering in place and will continue that for another week at the least. And while we remain very concerned, especially about our residents, we also want and desire to simply "be out in the world" again.

I understand those feelings all too well. But it's important that we continue to stay the course and keep vigilant about the important work that we're doing. Gov. Doug Ducey has indicated he is starting to lift the "stay at home" order for some businesses. But, lifting that order does not mean there is no risk of contracting or spreading the coronavirus, nor does it mean we are moving back to "normal" here at our campus. Working in the field that we do, no matter what our role, and serving seniors who are the most vulnerable to COVID-19, gives us the added responsibility, duty is actually the more appropriate word, of protecting the people that we serve and each other. That means being extra vigilant about practicing social distancing, wearing a mask when you are around people to protect them and you, keeping our personal circles incredibly small and washing our hands relentlessly. These measures should be done, not just at work, but when we are away from the campus. No one wants to be the individual who brings COVID-19 to our community.

It is so important that you take good care of yourselves and communicate to Human Resources department and your supervisor if you are not feeling well. Don't wait until you come through the temperature check. And honestly, pay attention to how you are feeling before you come to work. We all know the symptom questions by heart, but we ask you those questions for an important reason. Share with us if you believe you have been exposed to COVID-19 or if a family member or close friend with whom you have had contact tests positive for COVID-19. We will work with you to keep you safe. We have new policies in place for PTO usage.

We are continuing to advocate for mass COVID-19 testing for staff and residents at campus and at other communities like ours, that isn't in place as of yet. The Arizona Department of Health Services is conducting a COVID-19 Testing Blitz on Saturday, May 9 and Saturday, May 16. You or your family members may want to take part and get a COVID-19 test, which tests for active COVID-19. You can find the locations for testing at azhealth.gov/TestingBlitz. Please let Cheryl Knupp know at 602-995-6111 your test results.



I owe a tremendous debt of gratitude to all of you. It is because of you and your actions that Beatitudes Campus is prepared to face wherever this virus takes us. We are not out of the woods yet. This virus hasn't gone away, and we probably still have a long way to go. But working together as a Beatitudes Strong Team, we will be able to slow the spread of the disease and help ensure you and our residents are safe and well.

I think we can find lots of reasons for optimism and positivity if we take a look around us. Think of the incredible changes that Beatitudes Campus continues to make possible for our community. We have put "Separate—But Together" in action. Think about the residents who are affected by the changes we put into place – all the big and little ways we have changed the way we work and serve our residents. Think of how our residents now look to us for inspiration, connection (behind a mask or even through a closed door) and meaning. YOU are making a difference!

I am humbled as I experience the important work you are doing. We are in this together. And for that, I thank you from the bottom of my heart.

My best,

A handwritten signature in black ink that reads "Michelle L. Just". The signature is written in a cursive, flowing style.

Michelle Just, President and CEO