

November 12, 2021

Dear Beatitudes Community,

I want to thank all of you – residents, families and staff – for your dedication and steadfast support throughout the past twenty months. We have all witnessed the massive impact that COVID has had on all of us – from social distancing, to masks, to vaccines to families being separated and reunited. Our thoughts and prayers go out daily to everyone who has been impacted by this virus, directly or indirectly.

Much has happened this year regarding COVID-19 vaccines, both nationally and locally. Just think, a year ago we didn't even have a vaccine and now more than 7.8 billion doses globally have been administered. The science and data clearly point to the vaccine's critical role in protecting ourselves and each other from severe illness and hospitalization. The safety of our residents, families and staff members is and always will be our number one priority. It is for this reason that we announced our vaccine requirement for staff, in addition to the fact that the Centers for Medicare and Medicaid (CMS) required staff in our organization be vaccinated or apply for an exemption. Without this requirement, we would lose our ability to accept Medicare payments.

While we are disappointed to lose any of our dedicated staff due to this issue, we know that vaccine choice is a personal decision. We hear in the media so much about vaccine hesitancy and the passionate opposition to a vaccine requirement. What we don't hear about is the voice of all the people who are the "silent majority" who think that the vaccines are important – to protect themselves and those around them. What is especially meaningful to me are those who choose to live our mission and our values to keep each other safe by getting vaccinated if they are able. I have received stacks of emails and letters from staff, families and residents who applaud the vaccine requirement, who feel safer because of it and who feel like they can move forward without the fear of COVID.

I want to lift up our Beatitudes Strong family, and especially the staff members who have been with us through this pandemic. I am very touched and proud of how our staff stepped up even more than usual to engage in acts of generosity and support. They are heroes in every way. They exemplify an amazing power of positivity and kindness, especially throughout the past months. They came to work every day while their children or loved ones were learning or working from home. They put their career dreams on hold to pivot for our residents – to deliver meals and Roadrunners door-to-door, to screen each other and visitors for COVID symptoms, to shop for groceries and to help with infection control. They worked long hours to figure out Zoom and the community channel and to figure out how to video so that our residents wouldn't feel disconnected. More than a few staff lost loved ones or had family members who were ill. Most staff couldn't even visit their families and have in-person support. Yet, they came to work every day (and still do!) to serve our residents cheerfully. Our staff supported each other, too, in so many ways, too – to lend a hand at work, to crack a joke, to bake cookies or bring lunch to a colleague, to help each other when we were

exhausted. I am so proud of our team – they are the shining example of Beatitudes Strong! Please, when you walk past them on the sidewalk or meet with them or see them in the Bistro, give them a hearty thank you for all that they have done – and all that they will do.

Beatitudes Campus staff are now 90.1% vaccinated with at least one dose of the vaccine. We approved religious or medical exemptions for 4.9% of the staff. We have not heard of the intention to be vaccinated for 5% of the staff. Eight staff members chose to leave their jobs. I am so proud of our staff.

This week, we unfortunately have had three staff members test positive for COVID-19 – one support staff in Assisted Living, one support staff from Facilities and one direct care worker in the Health Care Center. All were vaccinated and all of them were exposed outside of campus and subsequently got the virus. All are doing well.

I want to wish all of our veterans a Happy Veterans Day. I salute the men and women who have fought for our country and for our democracy and thank them for their service. Our veterans are the epitome of dedication, selflessness and resilience. Thank you. Stay strong!

Sincerely,



Michelle Just, President and CEO

