

July 29, 2021

Dear Staff,

As I have shared, beginning in May 2021, we are moving towards mandating the COVID-19 vaccine for all continuing care retirement community (CCRC) and ERS support services staff in September 2021. After careful consideration, we have decided that our effective date for mandating the vaccine will be September 25, 2021. By this day, all CCRC, ERS support office, and Meals on Wheels staff will have to have documented having at least one shot of the vaccine or have been granted medical or religious an exception based on the Americans with Disabilities Act (ADA) guidelines. If a staff member without exception chooses not to get the vaccination, their employment will be terminated. Staff working in our Affordable Living communities will need to be vaccinated by the first payroll in 2022.

Vaccination status directly impacts what our residents can and cannot do within their homes. Since we are guests in their home, not guests in our workplace, we stand resolved that mandating the vaccine is the best course for ERS moving forward. I recognize that not everyone agrees with our decision. Since being approved via emergency use by the FDA, more than 338 million Americans have been had at least one shot of the vaccine, with just under 50% of Americans being fully vaccinated. The vaccines are safe and effective. I encourage you to visit our resource page at <https://www.episcopalretirement.com/vaccineinfo> to review the information on the vaccine. Additionally, we have posted several informational articles about the variant that is spreading among unvaccinated people in increasing numbers.

If you have been vaccinated but have not shared this information with our team, please submit a copy of your vaccination card with our nursing home administrators (Jomiya Coleman, Emerson Stambaugh, or Anthony Williams.) For the ERS office, please send a copy of your vaccination card to your Vice President. If you wish to be considered for an ADA medical or religious exception, please contact Joan Wetzel at jwetzel@erslife.org or 513.703.5512. She will assist you through the process.

I respect each individual's right to decide if they want to take the vaccine. I also value the service that all staff provides to our elders. Serving the most vulnerable in our society during a global pandemic is very important and challenging work. For ERS, it comes down to upholding our mission first and foremost. It saddens me that we may no longer be able to work with some of our teammates. However, our decision is based on our responsibility to put our residents' needs and quality of life before our own.

If you have any questions, please reach out to me.

Sincerely,



Laura Lamb

President & CEO