



August 16, 2021

To all Phoebe Ministries residents and families,

Our priority is the safety and health of our residents, staff, and visitors. Phoebe must advocate for and protect the health and well-being of the older adults in our communities. **In support of that effort, Phoebe Ministries will require all staff and volunteers to be vaccinated against COVID-19 by October 15, 2021 as a condition of employment.** The policy will recognize authorized medical and religious exemptions.

Since federal approval of the first vaccines in late 2020, Phoebe Ministries has continued to encourage residents, staff, volunteers and visitors to get the vaccines, which are proven to be safe and effective. Already, the majority of Phoebe Ministries' staff have received COVID-19 vaccinations. Guided by recommendations from the Centers for Disease Control and Prevention (CDC), it is clear that community-wide immunization at Phoebe is a crucial next step to overcoming this pandemic. This decision serves the best interests of everyone in our Phoebe community and beyond.

Unvaccinated staff can receive the vaccine through any Phoebe campus' Occupational Health office, or at a provider of their choice.

Along with the vaccine mandate, Phoebe continues to take extra precautions to mitigate the spread of COVID 19, which includes supplying employees with appropriate personal protective equipment and following the Centers for Medicare and Medicaid screening measures. We continue to take steps to proactively protect our residents and staff, including masking directives, social distancing measures, frequent cleanings, and visitor precautions. We are regularly testing staff and residents for COVID-19 based on current protocols.

Thank you for your continued trust in us.

A handwritten signature in black ink that reads "Scott R. Stevenson".

Scott Stevenson
President and CEO