



Randal J. Richardson

President

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May 3, 2021

Dear Vi Colleague,

For over a year now, all of you have sacrificed much to care for many, fighting COVID-19 skillfully, bravely, and tirelessly. On behalf Vi's Executive Management Team and Board of Directors, I want to express my gratitude for the tremendous dedication you each have shown in the face of a relentless pandemic. And yet, we must ask more.

To stop this pandemic, we need to use all of our prevention tools available to us. According to the CDC, vaccines are one of the most effective tools to protect your health and prevent disease. Vaccines work with your body's natural defenses so your body will be ready to fight the COVID-19 virus if you are exposed. Other preventive measures, like wearing a mask that covers your nose and mouth and staying at least 6 feet away from other people you don't live with, also help stop the spread of COVID-19. Studies show that COVID-19 vaccines are very effective at keeping you from getting COVID-19. Experts also think that getting a COVID-19 vaccine may help keep you from getting seriously ill even if you do get COVID-19. These vaccines cannot give you the disease itself.

While the arrival of vaccines is hopeful news in the fight to defeat COVID-19, it does not signal an immediate end to eradicating this deadly virus. As frontline service and care providers to the most vulnerable population susceptible to COVID-19, we have an important obligation to protect the health and well-being of our residents and team members.

In line with this very important responsibility, effective August 1st, as a condition of continued employment, Vi will require the COVID-19 vaccine for all community-based employees, contractors, and Corporate employees with responsibility for traveling to Vi communities.

Additionally, Vi will now require the seasonal flu vaccination by November 30 for all community-based employees, contractors, and Corporate employees with responsibility for traveling to Vi's communities. While already mandated by state/local regulations in several locations Vi operates, the influenza vaccination has long been accepted as a safe and effective way to prevent millions of illnesses and thousands of related doctor and hospital visits every year.

It is my hope that every Vi employee responds to my call to action and gets vaccinated immediately. If you have questions, concerns, or need further information to support you in your decision-making process or if there are circumstances that preclude you from getting vaccinated, please contact your Human Resources Department immediately.

Yours in health,

A handwritten signature in cursive script that reads "Randy".

Randy