



August 23, 2021

Dear Family Member,

Since the spring of 2020, United Methodist Communities has faced and overcome challenges to protect those we serve. Your support, grace, and partnership inspire me and I am determined to do all I can to protect your loved ones and our associates.

Recognizing the tremendous spread of the Delta variant, the efficacy of the COVID-19 vaccines, and in anticipation of imminent FDA approval, we now look to vaccines as the next step in UMC's fight against this terrible disease. We know these vaccines work. Ninety-seven percent of COVID-19 hospitalizations are unvaccinated Americans. Breakthrough cases are rare and usually don't require hospitalization. UMC has a high ethical and moral obligation to provide the safest living and working environment possible and this goal requires a fully vaccinated workforce.

UMC will require all associates to be fully vaccinated by October 15, 2021. The leadership team reached this decision after thoughtful and thorough discussion with examination of industry and healthcare recommendations. Limited exemptions may be granted for medical reasons or sincerely held religious beliefs. Associates granted these accommodations will be required to undergo regular COVID-19 testing. The driver behind this decision is simple; the overall well-being of the residents we serve and the people we work with. It warms my heart to see pictures and hear stories about families being able to hug each other again and residents simply enjoying each other's company. We don't want to go backward. Taking this next step is the right thing to do to honor your resilience, patience, and sacrifice and to keep us as safe as possible.

Our UMC family has banded together and accomplished so much over the last year and a half. This pandemic disrupted life for all of us, but we can get it back if we stand together in a fully vaccinated community.

With Gratitude,

A handwritten signature in black ink, appearing to read 'Lawrence', is positioned below the 'With Gratitude,' text.

Lawrence D. Carlson
President & CEO