



**Coronavirus (COVID-19) Information Update:  
Vaccination of Tel Hai Team Members  
Monday, September 13, 2021**

As a member of our Tel Hai community, please know that we are committed to providing a safe and healthy environment for all residents, team members, visitors and guests at Tel Hai.

I'd like to thank you for your diligence about social distancing, wearing a mask and proper hand hygiene as we continue through this COVID-19 pandemic journey. We appreciate your understanding as we continue to vigorously enforce all safety and security measures in place. With your help and support, we've been COVID-free in Residential Living (residents) since February. What a blessing!

Today, I'd like to share about an important announcement related to team members and receiving the COVID-19 vaccine. **As of November 30, 2021, Tel Hai Retirement Community will require all team members to be fully vaccinated against COVID-19. Currently, any new hires must also be vaccinated.**

Throughout the last few months, the Board of Directors and Leadership Team had extensive discussions related to requiring the COVID-19 vaccine as a condition of employment. The federal government recently announced that all nursing home team members will need to be vaccinated for COVID-19. We feel confident that requiring the vaccination of team members is the next critical step in overcoming the pandemic. We are joining a number of other retirement communities announcing this important step today.

Our Human Resources team will be working with the 28% of team members who are not yet vaccinated. We will be offering on-site clinics for those who request to receive the vaccine, and will be assisting those who request religious or medical exemptions. We do not want to lose any Tel Hai team member as a result of this policy.

It is our goal and prayer— that *together*— we can provide a safer place to live and work as a result of this decision.