

Enlivant - Urgent: Vaccine Mandate Extension 8/1/2021

Good afternoon,

I hope you are well. This email updates you on your request to remain unvaccinated for COVID-19. As you know, Enlivant mandated the vaccine for all employees to ensure the health, safety, and well-being of vulnerable senior citizen residents, coworkers, and visitors. For several months, we have been working towards 100% vaccination. After reviewing your Community's current staffing levels in light of our business and operational needs, including resident safety, we extended the mandate effective date to August 1, 2021. As of this date, all employees at your Community must be vaccinated, unless an accommodation has been granted.

After carefully reevaluating your situation in light of your position's responsibilities and essential functions; the threat to yourself and others from remaining unvaccinated; and Enlivant's business and operational needs, we cannot agree to a long-term solution where you remain unvaccinated in the Community. Although your request to remain unvaccinated is still denied, you may temporarily continue to work in the Community through the extension date. While unvaccinated, you must comply with CDC guidance, Enlivant protocols, and always double mask (wear a cloth mask over a filter mask) when you are in the Community.

Naturally, should your situation change and you are able to receive the vaccine sooner or at all, we are happy to work with you in your efforts to obtain it. That said, if we do not hear from you regarding your vaccination status or other accommodation proposal, we will presume that your situation has not changed and we may end the employment relationship on or before August 1, 2021. While this does not change the employment-at-will relationship, we will endeavor to provide at least two (2) weeks' notice if your termination date is prior to this date and request that you provide similar notice to us.

If you have any questions or concerns, please do not hesitate to reach out to me or Human_Resources@enlivant.com.

Best wishes,

Anne

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