

June 24, 2020



Dear Good Shepherd Communities Employees:

It is hard to believe we are nearing the end of June, and we still have no projected reopening in our health care facilities. Broome County is supposed to enter phase four for re-opening on Friday but that doesn't include nursing homes and assisted living facilities. The good news is we are able to partially re-open Independent Living on those campuses that offer it. Even though we can open, we have restrictions in place such as six foot social distancing and mask requirements in IL. We see other states reporting huge spikes in active COVID-19 cases, and we certainly don't want that to happen again in New York - so please remember to wear your masks and social distance.

We created the "*We Care*" differential in April which provided a \$2.00 an hour differential for all employees working on-site and free meal program through June 30th. Dietary is reopening communal dining on two of our three campuses, and continuing free meals would be a hardship as they try to adjust to a new "normal" in food service. I know many of you have appreciated the \$2.00 an hour differential but as I said from the onset, this would not be something we could continue indefinitely. I also realize people need time to plan, so I am happy to let you know the Board of Directors has agreed to extend the program through July 31, 2020, at which point it will no longer be in effect.

As always, I want to thank you for the quality of care and compassion you provide to our residents every day. You are the reason we are the facility of choice in each of our regions.

Sincerely,

Michael J. Keenan
President/CEO