

April 23, 2020

Dear Good Shepherd Communities Employees:

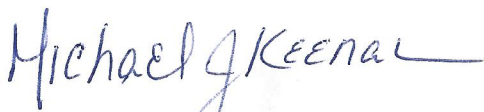
I want to start by saying how proud I and the Board of Directors are of each and every one of you. Your dedication and commitment to the residents is obvious every day. While others may shelter at home, you are here providing care and love to our residents. Many you have become surrogate family members providing them with comfort and reassurance that we will get through this. No matter what your position, you are vital to our organization and our residents. Whether you are providing nursing care or personal care, keeping our residents mentally alert through activities, maintaining or disinfecting our rooms and corridors, fixing our buildings or performing clerical, administrative or financial work, you are important. We have been fortunate that we have not had any resident cases and only one employee case almost a month ago.

That doesn't mean we can relax or let down our guard. I hope you are all practicing social distancing when you aren't here so that you will remain healthy and, as such, keep our residents from catching this virus. I hope you are reading the weekly staff letters as they point out new changes to regulations that may benefit you.

At Good Shepherd Communities we care about you and our residents. I want to let you know that we will be continuing the "*We Care*" onsite differential throughout the month of May. We originally said this program would be from April 1<sup>st</sup> thru April 30<sup>th</sup>. We will be extending program thru May 31<sup>st</sup>. Each employee will receive a \$2.00 per hour differential for all hours where the employee has been on site working. In addition we will also continue to provide a free meal each shift through May 31<sup>st</sup> as well.

We could not provide the quality of care we do without having you, our dedicated and professional staff. I want to thank you for all you have done not only through this pandemic but also for all you do each and every day of the year.

Sincerely,



Michael J. Keenan  
President/CEO