

April 2, 2020



To All Staff,

On behalf of the Board of Directors of Good Shepherd Communities and Senior Management Staff we want to say thank you. Thank you for the care you show our residents every day and especially through this time of uncertainty when we are dealing with the Covid-19 virus.

I am hearing from residents and family members at all locations regarding the confidence they have in Good Shepherd Communities' ability to provide care for their loved ones. They have that confidence because of you - because they know you care. Whether you are providing care at the bedside, delivering meals, cleaning and sanitizing living areas, maintaining the building or providing much needed activities to keep our residents engaged, it is obvious how much you care for each and every resident.

We want you to know that we care as well. We not only care for our residents but we care about you as well. While others are at home, you are here doing everything you can to keep our residents safe. While we don't know when this virus will end, we believe we will emerge wiser and stronger. We are proud of you, and we are fortunate you have chosen Good Shepherd Communities as your employer.

From April 1, 2020, thru April 30, 2020, each staff member will receive a \$2.00 per hour differential for all hours worked as a way for us to say we care about you as well as our residents. This will apply to every employee in all three of our facilities with the exception of Senior Management staff. Prior to the end of April we will evaluate the situation to make a determination if we should extend the program. In addition beginning on Monday April 6, 2020 staff on all shifts will be able to receive a free meal of the day during your lunch periods. We will be posting menus in advance on the units and bulletin boards so you know what will be being served.

Good Shepherd Communities is respected in the community because of the way you care for our residents. I hope this helps you to realize that in addition to our residents we also care about you. Please know you have our respect and that we thank you for all you are doing during this stressful time.

With my sincere thanks,

Mike Keenan