

September 14, 2021

Communiqué

Mandatory COVID-19 Vaccination for All Team Members

I am sharing with you a decision that has been reached by Willow Valley Communities and seven other Lancaster area senior living communities. Today, Tuesday September 14, we, along with the other communities, are jointly announcing a mandatory COVID-19 vaccine requirement for all Team Members.

Willow Valley Communities is taking this additional step to help prevent the spread of the COVID-19 virus. Through our own experiences, we believe that having Residents and Team Members who are vaccinated has significantly aided in our ability to minimize the risk of spread of the COVID-19 virus. In addition, we have seen a reduced risk of serious illness, hospitalizations, and death from the virus.

The recent surge of the COVID-19 Delta variant has, unfortunately, caused a significant increase in the spread of the virus with the Lancaster County positivity rate now exceeding 11%. Willow Valley Communities continues to believe that the best protection from the health risks of COVID-19 is vaccination. While more than 72% of our Team Members are vaccinated, we feel it is necessary to take additional steps to further reduce health risks from the COVID-19 virus.

In support of our commitment to the health and safety of our Residents and Team Members, Willow Valley Communities is mandating that all Team Members are fully vaccinated against COVID-19 by November 15, 2021 as a condition of employment. Willow Valley Communities believes that a vaccinated workforce is far less likely to infect Residents, fellow Team Members, and their families. In order to facilitate the vaccination process, in the coming weeks, Willow Valley Communities will hold additional on-site COVID-19 vaccine clinics.

The Leadership Team recognizes that this decision can be very polarizing among our Resident and Team Member population. Please understand that this decision has not been made hastily and without considerable discussion. Whatever decision an individual makes regarding vaccination, we ask that you treat them with respect.

Denny — Dennis W. Griest, President & CFO