December 21, 2020

Dear Employees of Mather,

What a year 2020 has been! We are so proud of the way you and your team members have worked together and dealt with the uncertainties and complexities of serving residents, customers, and fellow employees during the pandemic this year. Thank you for all of your efforts and your commitment to creating Ways to Age Well.℠

As we near the end of the year, we want to remind you that the bonus program and the expanded leave of absence program will come to an end effective January 2, 2021. As you may recall, Mather committed to providing bonus pay for working onsite at the senior living communities, emergency pay of up to 10 days for time away related to COVID-19, and an expanded leave of absence program, until visitor restrictions were lifted or 12/31/20, whichever occurred first. Mather has provided these benefits continuously since March 29, far longer than most organizations in the senior living industry. The bonus program is often referred to as "hero pay" and we are hopeful you feel appreciated as the heroes you are.

The emergency pay program will continue through the end of February. And although the special, expanded leave of absence program will end 1/2/21, employees will have the opportunity for time away from work using our regular leave of absence programs.

We have long awaited the COVID-19 vaccine and are excited that the vaccine will be distributed soon to our senior living employees! We have ample supply of Personal Protective Equipment for employee use and our senior living communities have strong infection control protocols and measures in place. And you and your team members have stepped up during this pandemic, learned new skills and practices, demonstrated resilience, and have significantly contributed to keeping residents, customers and co-workers safe. We are very appreciative of your efforts.

With warm wishes for a healthy and joyful holiday season,

Mary Leary
President and CEO

Mary Sullivan
Senior Vice President, Human Resources