



To: Arbor Acres Artists
From: Andrew Applegate, President and CEO
RE: COVID-19 Vaccinations
Date: August 2, 2021

I am sure that by now you have seen or read the news that Novant, Wake Forest Baptist, Cone Health and a number of other regional health systems collectively announced their intention to require all staff to take a COVID-19 vaccine. I am sure that you are also interested in what this means for Arbor Acres and for you. I must confess that in spite of all that we have gone through with the pandemic, I thought making this difficult decision would be easy by this time. I can assure you that is not the case! As I have weighed how to respond, I have been evaluating the impact of my decision through the lens of how this will affect our artists and our residents.

I fully recognize that the issue of vaccinations is polarizing. People have very strong opinions and convictions on either side of the debate. I also recognize that there are others who are on the fence, so to speak. Passions run deep enough that artists of deep conviction will make a decision regarding their future with Arbor Acres based on whatever vaccination decisions I may make. On one hand, if I require the vaccine, I fully anticipate that some of our fellow artists might leave. If I do not require it and we have an outbreak, I am likely faced with the prospect of a large portion of our fellow artists being impacted and unavailable to care for residents during a major outbreak in our community. Either situation puts Arbor Acres at risk of not being able to fulfill its mission.

In addition to all of you, I also must think about the needs of those we serve. The prospect of another fall in which mandatory quarantining and the accompanying social isolation that our residents experienced in previous months must be taken into consideration. Having to routinely notify residents and their families of repeated closures to visitation is something none of us want to experience again. We all saw the severe impact that had on the residents, their families and frankly all of us who served them.

As I weigh all this, and after consultation with individuals both inside and outside of Arbor Acres, I have made the decision that effective October 31, 2021 having a COVID-19 vaccination will become a condition of continued employment at Arbor Acres. I recognize that this may mean severing long-term working relationships with some of you. I respect the fact that some artists' convictions on the topic are so strong that walking away from Arbor Acres is the only alternative. For those of you who are in that category I simply want you to know that I deeply respect you, if for no other reason than your willingness to hold to your convictions at great personal cost. It pains me greatly to disrupt your lives in this way, yet, like you, I have had

to take into consideration not only my personal convictions but also the mission and values of Arbor Acres. In the final analysis, my duty and responsibility is protecting residents, maintaining the trust of their families and ensuring that the artists who have been vaccinated are not put into a situation where they are called upon to sacrifice themselves and their families when we can take steps to prevent a wide spread infection.

For those of you who are not vaccinated and are still have questions or concerns, please know that I am not here to force you to make decisions regarding taking the vaccine. That is a very personal decision. While Arbor Acres' position is clear, we are here to answer your questions and address your concerns. Please feel free to discuss your concerns with Talent Arts, Dr. Chris Herman, your own health care provider. Of course, there are situations where medical and religious exemptions can apply. Please contact Daisy Herndon, Director of Talent Arts, for the process and requirements in order to qualify.

For those of you who decide to take the vaccination, we will provide them to you at no cost. Your first dose needs to be taken no later than September 19, 2021 and your second dose must be taken no later than October 17, 2021 in order to comply with the October 31, 2021 deadline. Those who do not take the 2nd dose two weeks prior to October 31st their employment will be terminated for failure to follow the new policy. Attached is information about Arbor Acres' vaccine policy and a chart describing the various vaccines.

If you have any questions regarding how this policy change affects you, please feel free to reach out to Talent Arts.