

March 4, 2022

Dear Century Park Associate,

Since March 2020, you have battled against the coronavirus, and as difficult as this has been for the rest of the world, this virus presented heightened challenges in the lives of our residents and associates. Century Park Associates is strong only because of your tireless efforts in keeping our residents and each other safe and protected. Our mission as a company through this crisis has been to communicate with transparency and measure our approach to include updated guidelines and local state and county requirements. Ultimately, our goal has always been to keep you safe.

Recently, the CDC updated their guidelines for mask adherence for the general public. Century Park Associates has reviewed these guidelines. After much discussion with our Chief Medical Advisor and our care team, we have decided to **recommend** these guidelines as an option for “up-to-date” vaccinated associates. These associates may choose to refrain from wearing a mask based on the positivity rates in their local county. We totally understand and will support all vaccinated associates who, out of their own volition, choose to wear a mask. We also highly recommend that these associates also consult with their medical provider in making the correct individual choice.

However, please note that under the Emergency Temporary Standards Act, required by OSHA, employers must require unvaccinated associates to continue to adhere to the conditions under their medical/religious exemption.

A condition of employment will be that you must follow our communities’ prevention and outbreak response protocols that include the following:

Unvaccinated:

- If associate declined the COVID-19 vaccine offered to them, they will need to continue all preventive measures.
- To continue to reduce the risk of spread of COVID-19, associates will also be required to provide a negative COVID-19 test result weekly to the community.
- Associates will be required to follow all quarantine requirements in accordance with the CDC and our current protocol.
- Associates are to continue to be fit tested and wear an N95 mask.
- **Associates are to continue to screen daily.**

Vaccinated:

- Associates who have completed full (up to date) series of vaccine dose(s) can choose to forego mask adherence provided that their county positivity rates are under 10%.
- If the associate is directly exposed to COVID-19, no quarantine is needed unless they begin displaying symptoms.

- Under the CDC guidelines, up-to-date vaccinated people are defined as those that receive Pfizer or Moderna vaccine primary series and the booster if it is five months after the primary series. Individuals who have received the J&J vaccine should receive the booster at least two months after receiving the first shot.
- Associates that have received the Pfizer and Moderna vaccine, who do not choose to receive the booster, are required to wear a surgical mask.
- **Associates are to continue to screen daily.**

Please note that while Century Park Associates is offering the CDC guidelines as an option for up-to-date vaccinated associates, local state and county guidelines supercede our protocol. We will continue to communicate local county positivity rates weekly to our communities, and we request that all our associates continue to practice proper handwashing and continued sanitation protocols.

Sincerely,

A handwritten signature in blue ink that reads "Esmerelda M. Lee". The signature is written in a cursive style with a large initial 'E' and a stylized 'L'.

Esmerelda Lee
Chief Operating Officer/EVP