

## The Waters Senior Living – 8.13.21 (COVID-19 Variants/Vaccine Update)

### To: Residents, Family Members, Team Members – The Waters Senior Living

At the Waters, our first priority continues to be the safety, health and wellbeing of our residents, their family members and our team members. It is likely you have been hearing about the COVID-19 variants including the Delta variant, which are continuing to spread throughout the country. This once again finds us taking proactive steps to ensure that our Waters Communities, and all who live and work in them, are being safeguarded. Please know that we are monitoring the trends and health department guidance daily. This includes tracking cases, actively monitoring the direction regarding booster shots, testing guidance, and ongoing infection control measures.

During the pandemic, the senior living industry, and The Waters specifically, has led the way in educating residents and staff on the importance of being vaccinated. **The data shows that these efforts have been effective.** Until recently, The Waters Senior Living has not had a resident COVID case since January of this year. Additionally, since the vaccination clinics in January, we have had minimal to no team member cases. The Waters achieved over a 98% vaccination rate for residents and nearly 60% vaccination rate for team members, with some Communities nearing 80%.

Let's talk about the questions you have been asking related to vaccine mandates...

#### Q: Is the Waters going to mandate the vaccine for residents?

A: Good news, over 98% of our residents are already vaccinated and most new residents moving in are also already vaccinated. Further, we have established an efficient process to help unvaccinated residents easily become vaccinated. The reason we are not currently mandating the vaccine for residents is because we are required to follow the new Assisted Living Bill of Rights for Residents, which states that residents have the right to refuse treatment. Therefore, while we strongly encourage the vaccine, we cannot mandate it for residents.

#### Q: Is the Waters going to mandate the vaccine for team members?

A: This is an important consideration that we are evaluating at this time. Currently, the vaccine is a personal choice for our team members and it is not mandated; however, we **strongly encourage** it. We are taking the following proactive steps:

- Over the next two to three weeks we will provide additional vaccine education and will **coordinate a vaccine clinic** in each Waters Community to make it easy for team members to elect vaccination;
- Starting the week of 8/16/21, we will **increase the frequency of testing** for both vaccinated and unvaccinated residents and team members based upon the county positivity rate and vaccination percentage of the team members within Community;
- We are continuing to **monitor information** from the CDC and state and local health organizations, as well as collaborating with other leading senior living organizations to determine the best path forward.

Again, your safety and wellbeing remains our number one priority. We will remain fully transparent and communicate in a timely way to keep you informed.

Sincerely,

Tami A. Kozikowski | President and Chief Executive Officer  
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