



A Letter To The Sequoia Team:

First and foremost we would like to express our gratitude to the individuals that work under the Sequoia Senior Living banner. We have never been so proud to be part of a team as we navigate this unprecedented period. I have referenced in the past that character is defined at times such as this, when we are facing adversity and challenge. Do we confront this challenge or avoid it? Overwhelmingly, together we have not hesitated to meet the challenge “head on” to care for and protect our residents.

We have been in frequent communication with the ownership groups for our communities as this COVID wave has emerged and pursued its course through our Country. In every conversation, and in every decision that has been made the priorities have always been that we do our utmost to protect the welfare and safety of our residents and employees. They have not hesitated, even as the financial toll has mounted, to commit the resources required to accomplish this. We have not been instructed to cut so much as a single hour of labor. Not one. Rather, they have recommended that we increase our labor commitment where appropriate to manage the burden on staff and welfare of residents.

*To recognize the dedication of staff, the decision has been made to provide a compensation premium during this period where we are in the “shelter in place” mode. **Specifically, they have directed that we provide for a bonus to every employee equivalent to \$2.00 per hour over their current wage for their hours worked during the month of April 2020** as long as they work a minimum of 90% their scheduled shifts, subject to absences approved for reasons such as illness. This bonus will be paid with the first paycheck issued in May. Should this “shelter in place” operating approach extend beyond April, we will request that this consideration be extended as well.*

Additionally, Sequoia Senior Living has created a \$10,000 fund for employees that are experiencing hardship and are in exceptional need of assistance. Should you find yourself in this position please contact your Business Office Director for an application. These applications will be reviewed by a committee. Your name will be kept strictly confidential, only the BOD will have knowledge of your identity. Circumstances that will be considered might be a domestic partner being laid off, day care costs, or the inability to cover living expenses during the Shelter in Place order.

On behalf of the ownership groups, and Sequoia, we want to again say thank you. We are blessed, even with the challenges, to be in a position to truly make a difference and to contribute in ways that will be shared with our families for years to come. And even with these circumstances, I look forward to the opportunity every day to join with you side by side in meeting these challenges.