

February 4, 2021

Dear Lorien Residents and Families:

Last evening, Governor Hogan announced that “Maryland has administered more than 570,000 vaccines. Far more Marylanders have been vaccinated in just the first few weeks, than the total number infected by the virus over the past year.” That is very promising news and in today’s update, I want to discuss the COVID-19 vaccination progress our Lorien communities have made so far and where Maryland stands in its vaccination distribution plan.

Harmony Hall Assisted Living held its first COVID-19 vaccination clinic on 1.31.21, where 88% of residents and 73% of staff received their first dose. All other Lorien communities will have completed the second day of COVID-19 vaccination clinics by the end of this week. We will report those percentages in the next letter.

Maryland is now in Phase 1C of its COVID-19 vaccination distribution plan, which includes individuals aged 65 to 74. On Monday, it was also expanded to include certain severely immunocompromised individuals. In this phase, the number of eligible individuals has increased significantly, while the state’s federal vaccine allotment remains limited. Please keep this in mind as you navigate vaccine appointments. For your convenience, more information on Maryland’s COVID-19 vaccination plan and vaccination clinic locations, can be found here: <https://covidlink.maryland.gov/content/vaccine/>.

Please remember that if you receive both doses of the vaccine, it has not been confirmed that this will protect you from transmitting the COVID-19 virus to another person. In fact, the Centers for Disease Control has stated “It’s important for everyone to continue using all the tools available to help stop the pandemic, as we learn more about how COVID-19 vaccines work in real-world conditions.” This is a reminder to continue to follow COVID-19 protocols of masking, washing hands, and social distancing.



A few months ago, we announced that the state had approved a Temporary Nursing Assistant certification. I was surprised by how many families really took the time to read my letter and who personally reached out to recommend interested candidates. We received many names of their friends, neighbors, and even adult children, and appreciate the many responses we received as word spread.

We think the state’s temporary certification initiative is an important step in addressing staffing needs but realize it is only a temporary measure. For this reason, we want to take full advantage of this opportunity by using it as a stepping stone to establishing a rewarding career in health care. For this reason, I’m happy to announce that we have established a new “**Career Ladder**” program designed to guide individuals through this temporary nursing certification with the goal of quickly training and developing candidates so they can progress up the career ladder. In fact, we are proud to announce that four students have already graduated and are ready to be mentored to prepare for working on the floors.



Lorien's new "Career Ladder" program will provide a meaningful career path, from Temporary Nursing Aide all the way up to licensed practical nurse (LPN) and registered nurse (RN). Candidates do not need prior experience to take advantage of Lorien's "Career Ladder" program, which includes free training and up-front tuition reimbursement. We also recognize that other industries have been forced to lay off staff because of the pandemic, and hope to partner with our local restaurant and hospitality associations to offer this opportunity to put people back to work. However, we welcome anyone who has a passion for helping others and a willingness to learn.

Once again, we are asking you to please put your thinking cap on and identify any appropriate candidates you believe would be interested in taking advantage of this unique opportunity. We are all in this together and we see this program as a win-win. If you know anyone who wants to start their career with Lorien or is an existing GNA or Nurse that would like to pursue additional education with no cost to them, please share this link: <https://www.lorienhealth.com/careers/were-hiring> or contact JoAnn Presbitero, jpresbitero@lorienhealth.com.

Sincerely,
Lou Grimmel Sr., CEO