

January 12, 2021

Dear Lorien Team:

As we enter the New Year and another week of COVID-19 vaccinations, I want to thank and congratulate those of you who have received your first dose. I have heard you describe the opportunity to be included in the initial vaccination phase as a privilege, acknowledging that you feel fortunate to be able to be one of the first in the country. I understand our residents also share that same feeling.

Across the country, some healthcare and frontline workers are experiencing hesitation around the vaccine. I understand and empathize with those of you who find yourself in this place. In fact, I only came to the decision to get the vaccine myself two weeks ago. As I began to ask questions and read the data, I realized that the vaccination was right for me based on strong clinical data including **a very low reported rate of serious side effects, less than 0.5%, and a high efficacy rate of 95%**. In doing an overall risk assessment, I determined that the benefits of getting the vaccine far outweighed the risk. I want to be able to see my sons, daughters, and grandchildren again, without fear. I also hope that our residents and team members will be able to enjoy life within the Lorien buildings again, also without anxiety and restrictions.

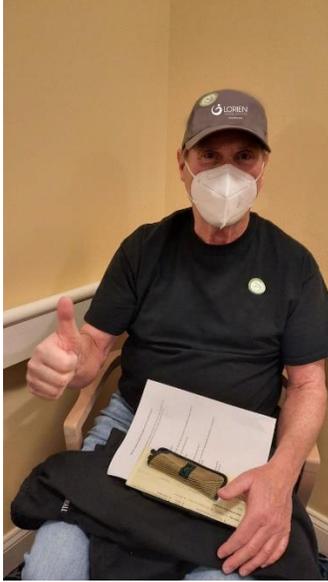
I have learned of many Maryland hospital CEOs and physicians who received the vaccine in recent weeks, without hesitation. Many have reached out to me and shared their positive experience. Knowing this also helped me make an informed decision.

I believe it is part of our responsibility at Lorien to help you feel secure in your decision to receive the COVID-19 vaccine. So we ask you to speak with your Primary Care Physicians, your Medical Director, and your Nursing Leadership with any concerns or questions you might have. We encourage you to do your own research and look at only the data and facts. The CDC issued this [helpful Q&A](#) to reference, and Maryland Department of Health has also compiled the following [FAQs](#).

This Thursday, on January 14th at 9 a.m., a Facebook session with Lorien Bel Air's Medical Director, Dr. Madai Chardon-Borrero will be streamed live on the Lorien Facebook page. She will address many of your questions that have come up regarding the vaccine and vaccination process. This will be recorded and you can refer back to it on our page if you are unable to log on.

Also, to recognize the time Lorien employees spend getting vaccinated, effective yesterday, Lorien will use an hourly rate **of \$20 per hour** to compensate employees receiving the vaccine. This will be paid in a flat 1-hour increment and all hourly and salaried employees are eligible. This pay is retroactive and will also be paid to Lorien employees who received the vaccination during the first round. If you have any specific questions about this, please reach out to your Administrator.

There is light at the end of this long tunnel and I hope that if you still have questions, you reach out to me personally at lgrimmel@lorienhealth.com. I am grateful for your continued dedication to our residents and to your fellow team members. I'm also proud to announce that on Friday, I joined many of [our hospital leaders and doctors](#), and received my first dose of the COVID-19 vaccine! It was an honor, and I even got a #LorienArmsOut sticker!



Sincerely,
Lou Grimmel, Sr.
CEO, Lorien Health Services