



To: All Sun Health Team Members

From: Joe LaRue, Chief Executive Officer, Sun Health
& Executive Leadership Team

Date: January 24, 2021

RE: COVID-19 Vaccine Bonus

Two weeks ago, we announced continuation of VIBRANT pay to all team members in light of the continuing impact of the COVID-19 pandemic. Today, I want to share additional important news regarding the COVID-19 vaccine. This week, our Executive Leadership Team approved a \$250 recognition bonus to each team member who volunteers to take the COVID vaccine (both doses where appropriate) during our initial roll-out period starting the end of December until March 31, 2021.

While we started our vaccine clinics at the end of December, we are offering the bonus now after reviewing reactions to the initial vaccine doses provided to our team members and residents through Sun Health and our pharmacy partners Walgreens and CVS. We've also reviewed several research-based articles and consulted with our own Medical Director who confirms that the FDA and CDC continue to report the vaccines are highly effective and present no material safety concerns.

We believe team members becoming vaccinated for COVID-19 is a critical tool for Sun Health to continue our important work. Most importantly, we need a healthy, VIBRANT workforce to continue serving our residents, clients, donors, volunteers, neighbors and keeping you and your families safe. Lisa Gaddini, R.N., a nurse at Grandview Terrace Health and Rehabilitation Center was the first team member to receive her vaccine at our clinic in December.

Lisa said this about why she chose to get the vaccine: "The most important thing is that I am dealing with patients who are possibly COVID positive and [the vaccine is] to protect myself and to protect all of my other patients I take care of, too."

Thank you, Lisa. You and your fellow team members who have received the vaccine are amazing examples of how committed you all are to the health and safety of our residents!

Below is an overview of how this bonus will be provided:

- This is bonus for team members who become fully vaccinated (i.e., receive both doses of the currently available vaccines) by March 31, 2021.
- Sun Health is able to secure enough doses of vaccines so that each team member who elects to be vaccinated can do so on our campuses. Click here to get to a list of available clinics and a sign-up sheet: <https://employees.sunhealth.org/coronavirus/>
- Opt-in forms are available with your Executive Director or online on our employee portal: <https://employees.sunhealth.org/wp-content/uploads/2021/01/COVID-19-Vaccine-Team-Member-Opt-In-Opt-Out-Form-Non-Fillable.pdf>
- Sun Health will provide Paid Sick Time for any team member who has a significant reaction to the vaccine that results in missed work (within 24-48 hours of receiving the vaccine, either dose).
- To be eligible for the bonus, team members must provide their supervisor with a copy of their vaccination record showing they have received both doses by March 31, 2021.
- Team members who receive their vaccines off-site are eligible and must bring in their vaccination record by March 31, 2021.

If you have any questions, please contact your supervisor or other executive leader.