



TEAM MEMBER UPDATES

May 10, 2021

Thank you for your amazing work and dedication as we remain Cedar Community Strong!

COVID-19 Update

As has been the case since the start of this pandemic, we continue to follow the guidance of the Centers for Disease Control and Prevention (CDC) in establishing policies related to the pandemic. The CDC is continuing to update their guidance regularly, especially as more people are being vaccinated for COVID-19.

Here are the latest Cedar Community policy updates per the latest guidance:

- Beginning today, Monday, May 10, 2021, any team member who is fully vaccinated (two weeks past your final dose) is no longer required to be tested for COVID-19.
 - Please note however, if you are fully vaccinated but you are experiencing symptoms of COVID-19 you need to contact the Infection Preventionist or designee to report your symptoms for evaluation.

This is subject to change per facility in the event of an outbreak due to a positive COVID-19 test.

Please keep in mind that new guidelines are continuing to evolve and are based upon the virus transmission rates and vaccination rates so as positive rates go down and vaccination rates go up, we will be able to engage in more normal activities in our buildings.

For more information on vaccines, which are now readily available in many locations, please visit [vaccines.gov](https://www.vaccines.gov)

- All healthcare center team members who are unvaccinated will be required to test tomorrow, Tuesday, May 11, 2021. Team members will be notified of any change in frequency of testing before the next week's testing date.
- All West Bend assisted living team members who are unvaccinated will be required to continue testing every other Tuesday, with the next testing date being Tuesday, May 18, 2021.
- All Elkhart Lake assisted living team members who are unvaccinated will be required to continue testing every other Monday, with the next testing date being Monday, May 17, 2021.

Masks are still required for ALL team members, but may be removed in a meeting or office if all participants have been vaccinated.

It is not appropriate to ask or question other team members about their vaccination status. Any reports of such conduct are subject to Cedar Community's harassment policy. (see attached to this email)

Also please note - there are NO current changes to the travel policy at this time per the CDC. The CDC is still recommending against any travel at this time.

- If you are not vaccinated, any planned travel (overnight out of state or international) must be reported to Human Resources through the travel form in Orbit.
- If you travel overnight out of state, and you are fully vaccinated (two weeks past your final dose), there are no restrictions for returning to work. If you are not vaccinated, you will be required to quarantine away from Cedar Community for 14 days.
- If you travel internationally, the United States will require that you have a negative COVID-19 test before you are allowed to return to the U.S. Once you do return, you will be required to quarantine away from Cedar Community for 14 days if you are not vaccinated. If you are fully vaccinated, there are no restrictions for returning to work.
- Please contact Human Resources if you have questions regarding any required time off due to the policy or a positive test result.

If you have been vaccinated at a location outside of Cedar Community, please contact Human Resources with that documentation as soon as possible.

We will continue to update COVID-19 related policies and restrictions as the guidance is updated by the CDC.