



November 15, 2021

Dear Residents and Loved Ones,

In August, we sent out a letter detailing our ongoing efforts to keep our residents, team members, and others as safe as possible during the COVID-19 pandemic. We shared our commitment to “putting our residents first” by initiating a vaccine requirement for all team members. *“Caring with H.E.A.R.T.”* is our guiding principle and each letter in H.E.A.R.T. represents one of our Core Values. The “R” represents “Residents First” and is a reminder that our primary mission is to care for and serve the residents we love dearly. Initially, we set December 1, 2021, as the deadline for team members to be fully vaccinated as a condition of employment.

Now, we are writing to inform you that, following the recent Centers for Medicare & Medicaid Services (CMS) issuance of a “final interim rule” for workers in most health care settings, we are revising our vaccine requirement date to mirror the CMS timeline. Team members must have received their first vaccination (if getting the series of two shots) by December 5, 2021, and team members must have the full vaccination complete by January 4, 2022, as a condition of employment. On those rare occasions when a team member is not able to receive the vaccine due to a medical condition or a religious belief, we will provide a process for requesting an accommodation.

We will continue to conduct weekly testing of all unvaccinated team members and private duty workers who are regularly in the community. We are proud to join the growing list of senior living and health care providers requiring COVID-19 vaccinations for team members. United, we can win this fight against COVID-19.

If you have any questions please do not hesitate to call me or email me.

Sincerely,

Sarah Copeland  
Executive Director  
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