



SENIOR LIVING FREQUENTLY ASKED QUESTIONS:

Mather cares deeply about you and your family and is committed to each of you, striving to protect you at this time while you are working so hard to keep our residents and each other safe and healthy. We are implementing a new bonus program effective with the start of the next pay period March 29, 2020 and new job protection and emergency sick leave programs to support employees which are effective March 23, 2020 and will last until visitor restrictions to our senior living communities are lifted or December 31, 2020 whichever occurs first.

Does the Illinois order to shelter in place apply to me in terms of coming to work at a community?

Mather senior living residences are considered an “essential” business or operation as we provide health care and a residential community. Employees who work at The Mather or Mather Place (and employees from other Mather areas of service assigned to work at the communities) are exempt from this rule when traveling to and from the community. Your manager can provide you with an Essential Employee letter.

New Emergency Bonus Program

Mather will provide an emergency bonus program for those who work at our senior living residences. This bonus program is effective at the start of the next pay period on March 29, 2020, and will remain in place until visitor restrictions to our senior living residences are lifted or December 31, 2020 whichever comes first.

The Mather Life Centre and Sonora:

RNs, CNAs, and other staff assigned to work (including staff from Mather’s other areas of service) all of their time in our care venues will receive an additional 20% of base pay for hours worked at the community.

The Mather, Splendido, and Mather Place:

Employees assigned to work at The Mather, Splendido and Mather Place (including employees from Mather’s other areas of service) will receive an additional 10% of base pay for hours worked at the community.

Will Mather assist me if I travel long distances?

Yes, Mather will assist employees by providing hotel accommodations. Please talk with your Human Resources representative if you are interested.

If there is a COVID-19 outbreak, will I have to shelter in place at the community?

We will provide more information as it becomes available to us. In the event that you need to shelter in place at the community, you will be compensated for the hours you are required to be there.



If I currently work multiple jobs, are there opportunities for me to work with Mather full-time or even more hours and leave my other jobs?

Yes, please talk with your Human Resources representatives about the opportunities.

What if I am asked to stay home because services have been temporarily reduced at the community in which I work?

If you work at one of Mather's senior living residences and you are asked to stay home – you will receive 100% of your base pay. Mather may choose to call you back at any time to resume working.

What if I become ill or someone in my family comes ill?

Mather will provide 2 weeks' emergency paid sick leave for employees affected by COVID-19 if they are unable to work or telework due to one of the reasons noted below. If the employee:

1. Has received an isolation or quarantine order from the government or a similar request from a health care provider or Mather, to isolate or quarantine; or
2. Has COVID-19 symptoms and is seeking a medical diagnosis; or
3. Is caring for a family member who is isolated or under a quarantine order; or
4. Needs to care for a child whose school or place of care is closed, or whose childcare provider is unavailable due to COVID-19.

If you are ill with COVID-19, please **DO NOT COME TO WORK**, notify your manager, and reach out to Jim Monroe at jmonroe@mather.com or Greg Pilafas at gpilafas@mather.com or call (847) 492.7500. Human Resources staff will provide you with more specific information.