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*To: All Staff
From: Dawn Kelley, CEO
Date: November 2, 2020
Re: Continued Diligence*

We continue to be inundated with COVID information, so much that it makes us want to turn off the news and stop listening. After almost 8 months of being in a pandemic, it is easy to become complacent. However, the truth remains that after the change to Phase 3, the numbers are considerably back up again. Although there are not as many deaths, hospitals are once again at capacity. Even some local hospitals are full.

A recent study at Oxford University, showed that folks with Down's Syndrome are 10 times as likely to die with COVID than the average person due to underlying conditions. We serve a number of people with Down's Syndrome and a greater number of folks with multiple underlying conditions. It is critical that we continue to be diligent for their sakes and our co-workers' sakes.

We will all want to be with our families with Thanksgiving and Christmas around the corner. I know that I have missed being with my family as I have been able to in the past. I also know it will have to be different this year at the holidays in order to keep my aging parents safe and to make sure that I am safe around other family members. I implore you to do the same.

We have been so blessed thus far with none of our folks in residential services getting sick. Very few of our staff have been sick and fortunately all have recovered. We want to stay on this track. Please remember to be diligent in your actions so that we may continue to stay safe, especially with all of the visiting and traveling throughout the holidays.

Thank you.