



Mission Point Healthcare Services

721 Elmwood
Troy, MI 48083

Dear Mission Point TEAM:

I would like to take this opportunity to recognize the incredible efforts of the entire Mission Point Team. Over the last several days (and weeks), we have been faced with the single greatest healthcare crisis in our lifetimes. We have been put through unprecedented pressures, and have been asked to take on EXTRAORDINARY tasks and solve EXTRAORDINARY problems. What I have seen from EVERYONE, at all of our facilities, has been an AMAZING call to arms against a real and viable threat to the safety, health and welfare of our residents. The leadership on this TEAM is very special. And, we should all be very proud of what we have done in little time. I cannot express the deep appreciation that I have for your hard work and dedication, and for the compassion to our residents, families and team members.

With this crisis, all of us (and our families) have experienced stresses and anxieties beyond measure. To help us through these tough times, I would like to offer the following to Mission Point employees at all facilities and offices, effective immediately:

All employees (at all levels) will receive one additional day of PTO time (8 hours paid for full-time employees, 4 hours for part-time employees) for each week while we remain in this State of Emergency (calculated commencing as of March 9th). Employees may take the additional PTO day(s) off (subject of course to approval from Administrators/Department heads) or may have such additional PTO day(s) paid out at the end of each pay period. I recognize that the paid time off may be more valuable to some, while the payout may be more valuable to others. These "emergency" PTO days will not expire and can be used by all employees at a later time, as scheduling will allow.

In addition, I would like the facilities to please bring in lunch/dinner for all employees on all shifts starting tomorrow (Wednesday) through Sunday, on a rotating basis - pizzas, sandwiches, etc., to show our appreciation to the staff of their hard work and commitment. I recognize that these are tough times for all our neighbors, and as beacons in the community, it will provide Mission Point an opportunity to support our local restaurants and vendors (and the service employees that staff those establishments who are going to be hit very hard by this shutdown). Please BUY LOCAL and PLEASE KEEP IN MIND ALL RESTRICTIONS ON COMMUNAL EATING (sorry no parties!).

Thank you again. I AM VERY PROUD BE PART OF THIS TEAM.

Thank you,

Roger Mali