



March 23, 2020

To Our Jaywalker Colleagues:

The world in which we live, and work continues to change rapidly in response to COVID-19. It is a time of great stress and anxiety. It's also a moment in time when the lifesaving work, we are doing at Jaywalker is at its most critical.

On Sunday night, Gov. Jared Polis ordered all "non-critical workplaces" in Colorado to reduce their **in-person** workforce by 50%, to help halt the person-to-person spread of the coronavirus. Businesses such as health care, critical retail, public safety and others are exempt. As a residential healthcare provider, Jaywalker is required to remain open. Our treatment services are vital to the people we serve and the families that are depending on us. We are grateful for the work that each of you do. We are not alone in the assessment. We have heard from clients, families and referents alike thanking all of you. Your efforts are essential to the life changing care of their sons and husbands.

You have seen over the past three weeks, profound changes that have taken place in our business to keep both clients and staff safe. These include:

- Staff has been trained in infection prevention and control along with disinfection and hygiene. Team members have been instructed to follow CDC recommendations regarding hand washing; avoid touching eyes, nose, and mouth areas; and respiratory hygiene.
- We suspended all travel, client leaves of absences and cancelled all outside visitors to our program.
- Introduced social distancing protocols for both clients and staff.
- We have a new HIPAA compliant Telehealth platform, which has allowed employees at greater risk to the coronavirus to work remotely and permitted us to further offer clinical services to our outpatient clients without having them enter our facilities.
- We are "Sheltering in Place", requiring residents in both the Lodge and Solutions to remain in our residential facilities, leaving only for supervised and approved activities.

Public health experts are advising all of us to prepare for the possibility that things may get worse before they get better. We are planning for these changes remaining in place for an extended period. Much of the essential healthcare work we do cannot be done from home. We want to update you on the latest news:

- We are administering and logging temperature checks of all employees prior to allowing them to work that day.
- All new admissions to Jaywalker will be isolated for 14 days (7 days at a similar facility or detox, plus an additional 7 days in the Landing) prior to moving over to the Lodge. New clients must be medically cleared by a physician at RFFP and our Medical Director.
- In addition to ensuring we have adequate supplies, protective equipment and sanitation supplies; we have established a thorough protocol for our clients and team members should either become ill and/or present with flu-like symptoms.

- Most importantly, as a residential health care facility, Colorado Public Health Department and Garfield County Health will respond and advise us in the event our clients or staff become ill with the COVID-19 virus. We have been in continuous contact with the Public Health Department and Valley View Hospital/Roaring Fork Valley Physicians throughout crisis.
- We are fully utilizing the Zoom for Healthcare platform to facilitate all internal meetings and allow staff to work remotely whenever possible.
- We will be meeting with each staff member to review new work schedules designed to minimize staff exposure, provide for staggering of hours, and in some cases, broaden coverage and expand programming.

We have a lot to be thankful for. Coming this week, there are several initiatives that we would like to share with you:

- The Expedition team has begun taking full advantage of the great outdoors and clients will be engaged in recreational activities that allow them to maintain social distancing such as biking, hiking, running, climbing, golf and fly fishing to name a few.
- Brand new cardio and fitness equipment has been purchased, is being delivered, and will be installed as soon as it arrives.
- Our first online Alumni Meeting will be held this Wednesday at 6:00pm.
- The Jaywalker Family program will be a Zoom Webinar on Friday, March 27th.
- We will be launching a new online series starting with a “Family Members Q&A” with Doc B and Bobby/Bill.

We want to acknowledge the tremendous work all of you have put in these past two weeks. We are amazed at the creativity and dedication of this team. We cannot express our appreciation and gratitude for how each of you show up to support Jaywalker and our men. Please know that the leadership team is meeting every day and working to identify additional ways to improve on these measures. It is our only priority and we won't stop looking for opportunities to support you and our community.

Please take care of yourselves and your loved ones. We know that we are going to get through this, together. Be strong, be kind, be calm.

Yours in service,

Bob Ferguson, Founder
Bill Anuszewski, CEO