

April 3, 2020

Subject: Furlough Notification (COVID-19)

Dear Mr/Ms

We are committed to our community, patients and staff during these challenging times. The current public health crisis of COVID-19 coronavirus has left so many healthcare organizations in a very difficult position. We hope these circumstances are temporary and that our country will be back in business soon.

In light of our efforts to advance 80 hours of paid time off over the past several weeks, , we regret to inform you that your current position with Axis Healthcare Wellington, LLC (hereinafter "Company") is being placed on furlough effective immediately until further notice. Furloughs are a company-initiated short-term temporary unpaid leave of absence. We reserve the right in our discretion to change the furlough period and provisions as necessary due to changing circumstances. We anticipate the furlough to last at least until May 1st, 2020; however, we will reassess the circumstances regularly and may lessen or extend this timeframe.

During the furlough period, your health and welfare benefits will continue (if applicable) and will accrue at employer cost during this time. Benefit cost repayments will not be required upon return to work.

During this period, you may file for Re-employment Assistance Benefits. Please refer to Florida State Re-employment Assistance Benefits guidelines regarding specific details and provisions surrounding application, eligibility, and collection of benefits. We have attached some information from the Florida Department of Economic Opportunity on this program.

If you have available PTO (Paid Time Off) that you would like to use during this time, you are welcome to use such time, but are not required to do so. If you decide to use some or all of your available PTO during this time, please send an email to hr@axismb.com.

If you find alternate long-term employment during this period, you are required to notify our HR Representative, Isbeth Hernandez at hr@axismb.com upon the acceptance of alternate employment. We will accept this notification as a resignation.

During this period, we will continue to communicate with you so you are informed. Below are some avenues in which you can utilize to stay updated and connected.

Website - Employees can visit <http://www.axismb.com> and proceed to the Login Portal dropdown and choose 'Wellington Login' for more information and regular updates.

Call Center – (954) 915-7487 Monday – Friday, 8:00 a.m. – 4:00 p.m.

We very much appreciate all of your dedication and commitment to our patients. We wish you health and safety during this unprecedented time and are looking forward to your return to work following this temporary furlough period.

Sincerely,

4830-8736-9657, v. 1