

# Justus TEAM UPDATE



**April 1, 2020**

Thank you for continued commitment to your jobs, following guidelines and for the care that you have demonstrated toward each other and our residents. Per both federal and state authorities, our work in senior living, multi-family, property management and construction is considered essential work. During this time, when many are losing their jobs or businesses, let us be grateful that we have jobs and continue to be creative and flexible on ways to deliver our product and services. Working together to minimize the impact of COVID-19 in our communities and on our job sites, the focus remains on keeping residents and staff healthy and safe, as we fulfill our important mission to provide homes for people of all ages.

By listening to public health experts, resisting panic, and doing all we can do to protect the most vulnerable in our midst, we can know that we are faithfully doing our part. Using common sense, following the best hygiene practices, remaining calm and adhering to our values are our best strategies for keeping everyone safe and healthy. As developments related to COVID-19 continue to evolve, we are making every effort to keep you informed. Regular updates regarding Justus's approach will be regularly posted to our **Justus COVID-19 website [www.justus.net/covid-19](http://www.justus.net/covid-19)**.

Across all our business lines, we have implemented restrictions on in-person meetings, visitors, travel, and social gatherings. In addition, we strive to take all precaution suggested by the CDC and ISDH. We encourage you to protect yourself and your loved ones by following the Governors' Stay-at-Home Order and only going out for travel to and from work and for essential food and supplies. Please stay at home from work if you experience symptoms of COVI-19, have been exposed or have tested positive for COVID-19 and keep your supervisor informed at all times.

To our Senior Living teams who are tirelessly caring for our most vulnerable demographic, we especially thank you for your service, dedication and compassion during this challenging time. Please know you are in our hearts and prayers. Our Executive Leadership, Emergency Command Team, and Corporate Team are working behind the scenes to monitor the situation, secure essential supplies, maintain operations, develop policy and procedure, provide guidance and work with federal, state and local authorities so that our community teams can focus on serving and encouraging our residents.

We understand that uncertainty is stressful, and that you and your families may face personal challenges and even loss. We want to make every effort to provide you with resources:

- **Justus HR Hotline – 317-564- 0252**
- **Justus HR email – [humanresources@justus.net](mailto:humanresources@justus.net)**
- **Justus Employee Assistance Program (EAP)** - All Associates have access to our Employee Assistance Program (EAP). This benefit offers 24/7 support, resources and information on many topics including COVID-19 challenges, information and updates.

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There is no doubt that the physical symptoms associated with COVID-19 are serious, especially for more vulnerable populations. But the mental health symptoms associated with this crisis also pose a significant threat. If you or a loved one are having a difficult time coping with the outbreak and want to seek outside help, there are several options. Get free support to address your anxiety or stress by speaking to a trained counselor:

- Substance Abuse and Mental Health Services Administration (SAMHSA) Disaster Distress Helpline – 800.985.5990 or by texting TalkWithUS 66746.  
[www.samhsa.gov/find-help/disaster-distress-helpline](http://www.samhsa.gov/find-help/disaster-distress-helpline)
- Crisis Text Hotline: *Text HOME to 741741 to connect with a Crisis Counselor.*  
[www.crisistextline.org/get-help/coronavirus](http://www.crisistextline.org/get-help/coronavirus)
- Contact your physician or your insurance company (if they have a consultation line, nurse line or tele-behavioral support) to seek mental health support.
- National Alliance on Mental Illness support line by state:  
NAMI's National HelpLine Warmline Directory  
[www.NAMI.org](http://www.NAMI.org)

## **Additional Resources:**

CDC Mental Health & Coping During COVID-19  
[www.cdc.gov/coronavirus/2019-ncov/daily-life-coping/managing-stress-anxiety.html](http://www.cdc.gov/coronavirus/2019-ncov/daily-life-coping/managing-stress-anxiety.html)

CDC Stigma and Resilience During COVID-19  
[www.cdc.gov/coronavirus/2019-ncov/daily-life-coping/reducing-stigma.html](http://www.cdc.gov/coronavirus/2019-ncov/daily-life-coping/reducing-stigma.html)

CDC Taking Care of Your Emotional Health; Coping with Disaster or Trauma  
[www.emergency.cdc.gov/coping/selfcare.asp](http://www.emergency.cdc.gov/coping/selfcare.asp)

CDC Helping Children Cope with Emergencies  
[www.cdc.gov/childrenindisasters/helping-children-cope.html](http://www.cdc.gov/childrenindisasters/helping-children-cope.html)

## **The best resources for more information regarding COVID-19:**

[www.cdc.gov/coronavirus/2019-ncov](http://www.cdc.gov/coronavirus/2019-ncov)

[www.in.gov/coronavirus](http://www.in.gov/coronavirus)

Again, we thank you and hope you and your family are staying safe and healthy.