

September 29, 2025

VIA OVERNIGHT AND ELECTRONIC MAIL

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Mayor Ruth Ann Fuller
City of Newton
1000 Commonwealth Ave.
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rfuller@newtonma.gov

Re: Update to AlerisLife Inc.'s Notice of Planned Action under the Worker Adjustment and Retraining Notification Act

Dear Sir or Madam,

Reference is made to our prior letter dated September 3, 2025 sent on behalf of AlerisLife Inc. (the "Company") that informed you that a decision has been made to sell all or substantially all of the Company's community-based assets (the "Sale Process"), which will result in the closure of its corporate offices located at 255 Washington St, Ste 230, Newton, MA 02458.

We still expect employment separations to begin on November 3, 2025. As previously noted, the separations will come in stages, depending on the Company's needs in connection with the Sale Process. While our initial letter indicated we expected that all separations would be accomplished by not later than December 31, 2025, based upon further developments, we now expect that all separations will not be accomplished until March 31, 2026. These employment separations are expected to be permanent. Attached is a list of the job positions and number of individuals who will be affected by the employment separations.

The Company does not recognize strict seniority rights in connection with its separation decisions, but may take seniority into consideration as a factor in determining which employees to terminate and the timing of each employee's separation date. Bumping rights do not exist. To our knowledge, the affected employees are not represented by a bargaining unit or union representative.

For further information, please contact me Lauren Duffy at LDuffy1@5ssl.com.

Very truly yours,

Lauren

Laurn Duffy

Head of Human Resources

ATTACHMENT

List of the Job Positions and Number of Individuals who will be
Affected by the Closure of AlerisLife Inc.'s Corporate Offices

Job Profile	Number of Individuals Affected by the Closure
Accountant	7
Accounting Manager	3
Accounting Manager - Process Improvements	1
Accounts Payable Supervisor	1
Administrative Assistant - Corporate	2
AP Analyst – Credit Card Programs	1
AP Coordinator	1
Associate General Counsel	1
Business Analyst	1
Business Office Specialist	1
CIO	1
Clinical Informatics Business Analyst	1
Collections Manager	1
Corporate and Field Applications Team Lead	1
Corporate Claims Manager	1
Corporate Controller	1
Deputy General Counsel	1
Director of Design and Construction	1
Director of Digital Marketing	1
Director of Enterprise Application Services	1
Director of Field Human Resources	1
Director of Learning & Development	1
Director of Network Services	1
Director of Operations	1
Director of Revenue Management	1
Director, Brand Marketing	1
Director, Chief of Staff & HR Business Partner	1
Director, Operational Strategy and Services	1
Director, Payroll Operations	1
Director, Workforce Planning	1
Employee Relations & Compliance Director	1
Employee Relations Specialist	2
Executive Vice President, Chief Operations Officer	1
Facilities Management Coordinator	1
Financial Analyst	5
FP&A Director and Capital Underwriting	1
General Counsel	1

Head of Human Resources	1
Head of Talent Acquisition	1
Human Resources Business Partner	2
Human Resources Specialist	1
IT Security Analyst	1
Lead Business Intelligence Analyst	1
Lead Database Engineer (DBT-Snowflake)	1
Lead Infrastructure Engineer	1
Learning Management System Manager	1
Leave of Absence Specialist	1
Manager of Compensation and Analytics	1
Manager of Financial Planning & Analysis	2
Manager of Learning & Development	1
Manager, Benefits	1
Manager, Legal Operations	1
Manager, Talent Acquisition	1
Marketing Manager - Community Activation	1
Marketing Project Manager	1
National Director of Dining Services	1
National Director of Memory Care	1
National Director of Programming	1
Network Engineer	3
Paralegal	1
Payroll Coordinator	3
Point Click Care Educator	1
President and Chief Executive Officer	1
Project Manager, Operational Strategy and Services	1
Regional Clinical Specialist	7
Regional Director of Facilities Management	5
Regional Director of Health and Wellness	5
Regional Director of Operations	8
Regional Director of Sales & Marketing	5
Regional Facilities Specialist	5
Regional Operations Specialist	3
Regional Sales Specialist	2
Risk Manager	1
Senior Accountant	5
Senior Administrator, Systems Operations	1
Senior Clinical Informatics Business Analyst	1
Senior Director of Capital Projects	1
Senior Director of Health and Wellness	2
Senior Director of Quantitative Data Analytics	1
Senior Director of Sales & Marketing Operations	1
Senior Director, Accounting and Advisory Consultant	1

Senior Director, Data and Analytics	1
Senior Director, Facilities Management	1
Senior Director, Resident Experience & Insights	1
Senior Finance Systems Business Analyst	1
Senior Financial Operations Analyst	1
Senior Manager Business Operations - Finance	1
Senior Manager of Email Marketing	1
Senior Manager of Enterprise Application Services	1
Senior Manager, Accounts Payable	1
Senior Manager, Employee Relations	2
Senior Manager, Enterprise Application Services	1
Senior Manager, Information Security	1
Senior Manager, Instructional Design and Learning & Development	1
Senior Marketing & Communications Content Designer	1
Senior Regional Director of Operations	1
Senior Regional Director of Sales & Marketing	2
Senior Talent Acquisition Manager (Corporate)	1
Senior Talent Acquisition Specialist	1
Senior Telecom Engineer	1
Senior Treasury Analyst	1
Service Delivery Manager	1
Solutions Team Lead	1
Supervisor, Enterprise Application Services	1
Talent Acquisition Coordinator	1
Talent Acquisition Manager	1
Talent Acquisition Specialist	3
Vice President of Clinical Operations	1
Vice President of Operations	2
Vice President of Sales	1
Web Manager	1
Welcome Center Engagement Advisor	4
Welcome Center Manager	1
Workday Senior Technical Analyst	1