



Dear Tanner Clinic Employee,

Thank you for your continued fulfillment of the important duties we provide to our patients and community. Your perseverance and dedication is recognized and appreciated. Your can-do attitude during these unique times has been nothing short of inspiring.

This isn't business as usual, and it's a time of great stress and uncertainty. It's also a moment in time when the work we're doing is most critical. We're providing a vital service to our community, especially to those, like the elderly, who are most vulnerable. We are essential to peoples' lives. In moments like these our purpose and values matter a lot to the people and communities we serve.

We are not alone in being grateful for the work you are doing. We've received numerous emails and phone calls from patients, as well as social media posts, thanking you all. Your efforts are being noticed at all levels.

Across the world, people are feeling the economic effects of this crisis. We would like to assure you that as a company we are fiscally sound. We are proud and inspired by the way our staff has risen to this challenge – with flexibility, resilience, courage – and a caring heart. In the July 3rd payroll, you will find an amount listed as "Employee Bonus" in the earnings column of your paystub. Please accept this as a token of our sincere appreciation for your loyalty and dedication to Tanner Clinic and the patients we serve, and for your sacrifice in helping us get through a couple of tough months.

We are humbled to work alongside such a dedicated group and appreciate your continued commitment to serve our community. Let's continue working together, across all parts of the company, to keep going. Let's make this one of our finest hours.

Please take care of yourselves and your loved ones. We know we're going to get through this together.

Sincerely,

STEVE

Steven C. Meek, MD – Chairman/Interim CEO

Marc O. Anderson

Marc O. Anderson, MD - Officer

Michael P. Schaelling

Michael P. Schaelling, MD - President

Glen F Biddulph

Glen Biddulph, MD - Officer

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Ryan L. Stewart, MD – Vice President

Gregory Austad

Gregory Austad, MD - Officer

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