

# Exhibit A

STATE OF ILLINOIS  
IN THE CIRCUIT COURT OF THE TWENTY-FIRST JUDICIAL CIRCUIT  
KANKAKEE COUNTY

Panozzo et al.  
Plaintiff(s)

vs

Riverside Healthcare et al.  
Defendant(s)

Case No. 2021 L 108

**FILED**

**OCT 25 2021**

*Sandra M. Connor*  
CIRCUIT COURT CLERK

**COURT ORDER**

This case coming before the Court on Plaintiffs' motion for Temporary Restraining Order, the parties being presents, and the Court being advised on the premises of the motion and defendants' opposition, through the parties' filings and arguments in open court, **IT IS HEREBY ORDERED**

The Court finds that to grant a TRO it must decide whether it can provide a remedy to maintain the status quo while the Court determines the motion for preliminary injunction.

The Court's finding is with respect to <sup>Ketzman</sup> Plaintiffs: Panozzo, Busto, Hamblen, and Memenga.

The Court finds that Plaintiffs have shown a fair question about an existing right and the need to protect the status quo.

The Court finds that having to choose between two deeply held moral obligations: their religious convictions + their employment is enough to create irreparable harm and that Plaintiffs have no adequate remedy at law.

The Court finds that Plaintiffs have raised a fair question as to their rights asserted as to show a likelihood of success under the HCRCA.

~~The Court finds that the balancing of harms favors Plaintiffs~~  
The Court therefore holds that Plaintiffs motion for TRO is granted w/ respect to Plaintiffs, Panozzo, Busto, Ketzman, and Hamblen, pending a hearing on the motion for preliminary injunction.

Dated 10/25/21, 20

A TRO is not granted to reinstate Plaintiff Memenga.

Entered: [Signature] (Judge)

Her status will whether she can be reinstated be decided at later hearing - transferred out of IT's. Nothing here in shall restrain AS from

# Exhibit B

IN THE CIRCUIT COURT OF THE TWENTY-FIRST CIRCUIT  
KANKAKEE COUNTY, ILLINOIS

NEELIE PANOZZO, et al.,

Plaintiffs,

v.

RIVERSIDE HEALTHCARE; et al.,

Defendants.

Case No. 2021 L 108

**FILED**

NOV 01 2021

*Sandra M. Cianci*  
CIRCUIT COURT CLERK

**ORDER**

This matter coming to be heard on Plaintiffs' Emergency Motion to Join Plaintiffs, to voluntarily dismiss Plaintiff Wymore, to Amend the Complaint *Instanter*, and for temporary restraining order, the parties being present, and the Court being advised on its premises,

**IT IS HEREBY ORDERED**

- Plaintiffs' motion to join additional plaintiffs is granted.
- Plaintiffs' motion to voluntarily dismiss Plaintiff Carmen Wymore is granted.
- Plaintiffs' motion to amend the complaint *instanter* is granted.
- Upon agreement of the parties, Plaintiffs' motion for TRO is considered a motion to amend the existing TRO.
- Plaintiffs' motion to amend the TRO is granted to include the following additional plaintiffs: Allison Berard, Amber Denton, Amber Marcotte, Angela Burge, Anne Bridges, Ashley Goodman, Beth Norwick, Bobbie Rogers, Bonnie Gross, Bonnie Rykiel, Cassidy Gerdes, Chris Foster, Dakota Gable, Desneiges Hansen, Dianne Carr, Gary Hall, Holly Gade, Jamie Cockcream, Janet Stryzik, Jeanne James, Joanna Brychta, Julia Stramaglia, Kathryn Vana, Katlyn Scheiber, Kegan Wagner, Kelsey Tobey, Kelsey Tolmer, Kendra Outsen, Kimberly Cooper, Kristen Zigtema, Laura Wendt, Lauren Coash, Leo Hoaglund, Linda Kendziorek, Madigan Spenard, Malia Kollmann, Margaret Wehrle, Max Memenga, Melissa Hennessy, Merissa Hubert, Michael Raef, Molly Snyder, Monalisa Keele, Nadya Payne, Nicole Brewer, Phylicia Labriola, Rebecca O'Connor, Sherrie Robertson, Tara Kitchens, Trishelle Hanson, Valerie Bauer, Yvonne Walls, Tenise Irvan.

- The TRO does not apply to Plaintiffs Janet Clifford and Alyse Hodgin because they did not submit timely religious exemption forms to Defendant Riverside.
- The TRO also does not apply to Plaintiff Brittany Pommier, as she is employed by a contractor of Riverside, but the parties shall submit any briefs, documents, or other information related to Plaintiff Pommier's motion for TRO by Friday, November 5, 2021.
- A hearing on Plaintiff Pommier's motion for TRO is set for Monday, November 8, 2021 at 11:30 AM via Zoom.
- The Court waives bond for good cause for the TRO but will set one if the Court grants a preliminary injunction.
- The Court emphasizes that this TRO covers only vaccination. It does not apply to other safety COVID-19 protocols implemented by Defendant Riverside.
- The hearing date for the motion for preliminary injunction set for November 19, 2021 is stricken and reset for Tuesday, January 11, 2022 at 2:30 PM.
- The December 13, 2021 case management date is stricken.
- The November 1, 2021 hearing on Plaintiffs' motion to substitute judge is stricken.
- The briefing schedule on the motion for preliminary injunction is stricken and reset as follows:
  - Plaintiffs' brief in support of the motion for preliminary injunction is due November, 5, 2021;
  - Defendants' brief in opposition of the motion for preliminary injunction is due November 19, 2021;
  - Plaintiffs' reply brief is due December 3, 2021.

Dated: \_\_\_\_\_

November 1, 2021

Entered: \_\_\_\_\_

Mi

(Judge)

# Exhibit C

STATE OF ILLINOIS  
IN THE CIRCUIT COURT OF THE TWENTY-FIRST JUDICIAL CIRCUIT  
KANKAKEE COUNTY

**FILED**

NOV 19 2021

*Sandra M. Cianci*  
CIRCUIT COURT CLERK

Panozzo et al.  
Plaintiff(s)

vs

Riverside Healthcare, et al.  
Defendant(s)

Case No. 2021 L 108

**COURT ORDER**

This case coming to be heard on Defendants' Emergency Motion to Dissolve Temporary Restraining Order or, in the Alternative, to Set Bond, the counsel for the parties being present, and the Court having been fully informed of its premises;

IT IS HEREBY ORDERED:

- Defendants and Plaintiffs agree that the TRO currently in place shall expire on December 5, ~~2021~~ 2021;
- Plaintiffs are granted leave to amend their complaint;
- Defendants' previous deadline to answer the complaint is stricken;
- Defendants are given 21 days from the date Plaintiffs file their amended complaint to answer or otherwise plead;
- Should Defendants file a motion to dismiss, Plaintiffs are given 21 days from the date of filing to respond;
- Defendants are given 14 days to reply in support of their motion to dismiss

Dated 11/19, 20 21

Entered: *[Signature]* (Judge)

# **Exhibit D**



**IN THE UNITED STATES DISTRICT COURT  
FOR THE CENTRAL DISTRICT OF ILLINOIS**

NEELIE PANOZZO, ET AL.

Plaintiffs,

v.

RIVERSIDE HEALTHCARE; an Illinois not-for-profit corporation; and PHILIP M. KAMBIC, in his capacity as President of Riverside Healthcare,

Defendants.

Case 2:21-cv-02292-CSB-EIL

**DECLARATION OF NEELIE PANOZZO**

1. I am a competent adult of sound mind.
2. I am currently employed by Riverside as a Nurse Practitioner.
3. I have been employed by Riverside since 2019.
4. I have worked in health care since 1997.
5. I have a Master's degree as a Family Nurse Practitioner.
6. I consider my work at Riverside not just as a job but as a way I live out my faith.
7. My career in healthcare is much more than just a "career." I believe this is a career ministry and personal mission of service to others and to my community. I am grateful that I have been afforded the opportunity to change lives through compassionate care guided by my strong religious faith. I believe that God has strategically placed me in healthcare for a purpose. I believe the purpose of my life is to continue providing faith-based care with the passion and dedication for which I have now served for over 25 years. I love what I do. I felt compelled to further my education at St Frances University and become a nurse practitioner. Furthering my education has allowed an even more

direct integrated faith-based approach to patient care as I have now taken on the role as the provider. In the past 25 years, I have affected the lives of many patients and their families. I have celebrated when patients conquered their healthcare crisis, but also held my patients' hands and prayed with them when their end was nearing, giving them comfort and peace as they took their last breath. This is why my career is so much more than just a "job." I would not be the person I am today without my strong faith and passion to serve others. Countless times my patients and their families have touched and changed my life. I know this is my calling and I only ask that I can continue to serve God's people. We are all called to serve the Lord in some capacity and I am forever grateful that my faith and service to others can be accomplished through my role as a nurse practitioner. Having to choose between my career and my faith has been extremely conflicting emotionally and spiritually. It is impossible for me to choose between my faith over career or career over my faith as my passion for healthcare and my service to others though my strong faith are inseparable. One cannot exist without the other.

I declare under penalty of perjury under the laws of the United States of America that the foregoing is true and correct.

Executed on December 13, 2021.

Signed:  NP-C

Bourbonnais, Illinois

**IN THE UNITED STATES DISTRICT COURT  
FOR THE CENTRAL DISTRICT OF ILLINOIS**

NEELIE PANOZZO, ET AL.

Plaintiffs,

v.

RIVERSIDE HEALTHCARE; an Illinois not-for-profit corporation; and PHILIP M. KAMBIC, in his capacity as President of Riverside Healthcare,

Defendants.

Case 2:21-cv-02292-CSB-EIL

**DECLARATION OF ASHLEY GOODMAN**

1. I am a competent adult of sound mind.
2. I am currently employed by Riverside as a Registered Nurse.
3. I have been employed by Riverside since September 2010.
4. I have worked in health care since 2009.
5. I have a Bachelor in Science of Nursing (BSN) degree.
6. I consider my work at Riverside not just as a job but as a way I live out my faith.
7. For me, nursing is not just my career, nursing is my calling. Anyone who has known me since childhood can tell you that I have known from a very young age that I was going to be a nurse and that I have never wanted to do anything other than nursing. The Lord placed on my heart from a very young age that I was called to help care for others. I spent a lot of time growing up helping take care of my grandparents who also taught me a lot about the Gospel. Taking care of those that are sick and hurting, showing them compassion, and praying with and for my patients is part of my personal ministry and how I serve others. By showing my patients love, patience, kindness, and gentleness, I

am able to display the Fruits of the Holy Spirit through my work, and these acts bring glory to God. Choosing not to receive the COVID vaccine is not just a choice between my faith and my job, it is also a choice between two faith convictions, my convictions regarding the vaccine, and my convictions regarding my job as my ministry.

I declare under penalty of perjury under the laws of the United States of America that the foregoing is true and correct.

Executed on December 14th, 2021.

Signed: /s/ Ashley Goodman RN-BSN

Bonfield, Illinois

**IN THE UNITED STATES DISTRICT COURT  
FOR THE CENTRAL DISTRICT OF ILLINOIS**

NEELIE PANOZZO, ET AL.

Plaintiffs,

v.

RIVERSIDE HEALTHCARE; an Illinois not-for-profit corporation; and PHILIP M. KAMBIC, in his capacity as President of Riverside Healthcare,

Defendants.

Case 2:21-cv-02292-CSB-EIL

**DECLARATION OF Dakota Gable**

1. I am a competent adult of sound mind.
2. I am previously employed by Riverside as a CNA.
3. I have been employed by Riverside since 12/15/2020.
4. I have worked in health care since 12/15/2020.
5. I am certified as a CNA.
6. I consider my work at Riverside not just as a job but as a way I live out my faith.
7. Everyday I come to work I pray to God to help me to do my best at all that I do and to give Him glory. I pray for my residents in many ways one being: to be a lite in there life's and to share the Gospel. I pray for my co-workers that they can find God . Then when im doing my job I try my very best to care for my residents. I see them as people and not just a task. When I work God is my supervisor and I want to do my best for him! My job is divinely placed im here for a reason to do God's will.

I declare under penalty of perjury under the laws of the United States of America that the foregoing is true and correct.

Executed on December 13, 2021.

Signed: Dakota Gable

Kankakee, Illinois

**IN THE UNITED STATES DISTRICT COURT  
FOR THE CENTRAL DISTRICT OF ILLINOIS**

NEELIE PANOZZO, ET AL.

Plaintiffs,

v.

RIVERSIDE HEALTHCARE; an Illinois not-for-profit corporation; and PHILIP M. KAMBIC, in his capacity as President of Riverside Healthcare,

Defendants.

Case 2:21-cv-02292-CSB-EIL

**DECLARATION OF ALLISON BERARD**

1. I am a competent adult of sound mind.
2. I am currently employed by Riverside as a Registered Nurse.
3. I have been employed by Riverside since April 17, 2017.
4. I have worked in health care since April 17, 2017.
5. I have my Associates degree and currently am in the middle of obtaining my Bachelor's degree. I also have an ACLS and BLS and I am a member of Riverside's Night Shift Council.
6. I consider my work at Riverside not just as a job but as a way I live out my faith.
7. I am grateful for the opportunity to have been able to begin my nursing career at Riverside Medical Center. I have gained a great deal of experience and knowledge, as well as having met many people who have taught me everything I know. I hope to be able to continue to gain more experience in the future.

I declare under penalty of perjury under the laws of the United States of America that the foregoing is true and correct.

Executed on December 14, 2021.

Signed: Allison Beard

Joliet, Illinois



**IN THE UNITED STATES DISTRICT COURT  
FOR THE CENTRAL DISTRICT OF ILLINOIS**

NEELIE PANOZZO, ET AL.

Plaintiffs,

v.

RIVERSIDE HEALTHCARE; an Illinois not-for-profit corporation; and PHILIP M. KAMBIC, in his capacity as President of Riverside Healthcare,

Defendants.

Case 2:21-cv-02292-CSB-EIL

**DECLARATION OF BETH NORWICK**

1. I am a competent adult of sound mind.
2. I am currently employed by Riverside as a Registered Nurse.
3. I have been employed by Riverside since 1989.
4. I have worked in health care since 1989.
5. I have an Associate's degree in Nursing.
6. I consider my work at Riverside not just as a job but as a way I live out my faith.
7. Nursing in ICU has been a career and a calling for me. As a practicing Christian, my faith instructs me to serve others as the hands of God. As patients are at their weakest and most vulnerable, I advocate for them physically, emotionally and spiritually. I pray to be used by God to serve His people, to treat them as my neighbor or family. Serving patients in their time of need fulfills my calling to live out my faith in obedience to my God. Losing this outlet for serving others through the ministry of healthcare would be devastating to me and a loss to God's outreach.

I declare under penalty of perjury under the laws of the United States of America that the foregoing is true and correct.

Executed on December 13, 2021.

Signed: /s/ Beth Norwick

Bourbonnais, Illinois

**IN THE UNITED STATES DISTRICT COURT  
FOR THE CENTRAL DISTRICT OF ILLINOIS**

NEELIE PANOZZO, ET AL.

Plaintiffs,

v.

RIVERSIDE HEALTHCARE; an Illinois not-for-profit corporation; and PHILIP M. KAMBIC, in his capacity as President of Riverside Healthcare,

Defendants.

Case 2:21-cv-02292-CSB-EIL

**DECLARATION OF BOBBIE MARIE ROGERS**

1. I am a competent adult of sound mind.
2. I am currently employed by Riverside as a CNA in CACT, Heart & Vascular.
3. I have been employed by Riverside since April 20, 2015.
4. I have worked in health care since February 2012.
5. I am a Certified Nursing Assistant.
6. I consider my work at Riverside not just as a job but as a way I live out my faith.
7. I am a practicing Greek Orthodox and take my faith seriously. I'm very passionate about my faith, work and my job. I have been a CNA for 10 years and almost 7 of those years have been at Riverside Medical Hospital. All of my coworkers have become family. I love what I do. I'm dedicated and have learned so much from just working at Riverside along my coworkers that have taught me so much throughout the years. Since day one at Riverside I have been working Cardiac. My patients mean everything to me and I don't just go to work, I make a difference to all my patients lives. My faith in my religion has given me the tools to make a difference, giving them hope and watching them smile.

I declare under penalty of perjury under the laws of the United States of America that the foregoing is true and correct.

Executed on December 13, 2021.

Signed: /s/ Bobbie Marie Rogers

Kankakee, Illinois

**IN THE UNITED STATES DISTRICT COURT  
FOR THE CENTRAL DISTRICT OF ILLINOIS**

NEELIE PANOZZO, ET AL.

Plaintiffs,

v.

RIVERSIDE HEALTHCARE; an Illinois not-for-profit corporation; and PHILIP M. KAMBIC, in his capacity as President of Riverside Healthcare,

Defendants.

Case 2:21-cv-02292-CSB-EIL

**DECLARATION OF CHRIS FOSTER**

1. I am a competent adult of sound mind.
2. I am currently employed by Riverside as a Paramedic.
3. I have been employed by Riverside since 2015.
4. I have worked in health care since 2013.
5. I have an Associate's Degree in Applied Science, I am a Licensed Paramedic, and I have Certificates in Advanced Cardiac Life Support (ACLS) and Pediatrics Advanced Life Support (PALS).
6. I consider my work at Riverside not just as a job but as a way I live out my faith.
7. I have worked in the ER and now on the Ambulance. Some of the things I have seen I do not wish for anyone else to see. God picks special people to do the jobs we do in health care. God knows some people can't handle the things we do and what we see on a day-to-day basis. I have tried to work other jobs but Emergency Medicine has always been where I feel at home. It is not for the money; it's because I know God put me on this earth to make a difference, being a paramedic in this community is where I make a difference. I had a patient's spouse come up to me while grocery shopping with my

family. I did not recognize them at all until they said “you were to first person I saw walk through the front door of my home when my spouse was on the floor not breathing. You looked at me and said: ‘Ma’am, I will do everything in my power to get your husband back to you.’” She said that and asked for a hug. I said yes, and she looked at my wife and kids and said “I thank God every day that he created people like your husband and dad because he and his partner saved my husband’s life.” God does everything for a reason. I am a Paramedic because God put me here to do this job.

I declare under penalty of perjury under the laws of the United States of America that the foregoing is true and correct.

Executed on December 14, 2021.

Signed: /s/ Chris Foster

Kankakee, Illinois

**IN THE UNITED STATES DISTRICT COURT  
FOR THE CENTRAL DISTRICT OF ILLINOIS**

NEELIE PANOZZO, ET AL.

Plaintiffs,

v.

RIVERSIDE HEALTHCARE; an Illinois not-for-profit corporation; and PHILIP M. KAMBIC, in his capacity as President of Riverside Healthcare,

Defendants.

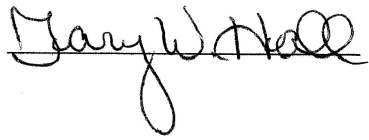
Case 2:21-cv-02292-CSB-EIL

**DECLARATION OF Gary W. Hall**

1. I am a competent adult of sound mind.
2. I am currently employed by Riverside as a Paramedic (job title).
3. I have been employed by Riverside since 2004 (date or year).
4. I have worked in health care since 1991 (date or year).
5. I have Paramedic License (degree or credentials or licenses in health care).
6. I consider my work at Riverside not just as a job but as a way I live out my faith.
7. I became a Paramedic because I was called by God to help people. By becoming a Paramedic, I would be able to help people in their most dire times of need. I look to GOD to guide me each day in caring for the physical and spiritual needs of all. (personal statement).

I declare under penalty of perjury under the laws of the United States of America that the foregoing is true and correct.

Executed on December 14, 2021.

Signed: 

Momence, Illinois



**IN THE UNITED STATES DISTRICT COURT  
FOR THE CENTRAL DISTRICT OF ILLINOIS**

NEELIE PANOZZO, ET AL.

Plaintiffs,

v.

RIVERSIDE HEALTHCARE; an Illinois not-for-profit  
corporation; and PHILIP M. KAMBIC, in his capacity as  
President of Riverside Healthcare,

Defendants.

Case 2:21-cv-02292-CSB-EIL

**DECLARATION OF JAMIE COCKREAM**

1. I am a competent adult of sound mind.
2. I am currently employed by Riverside as a Registered Nurse.
3. I have been employed by Riverside since 2017.
4. I have worked in health care since 2017.
5. I am a licensed Registered Nurse.
6. I consider my work at Riverside not just as a job but as a way I live out my faith.
7. I grew up in Catholic schools up to college. My children have started and continue to attend Catholic school. We hold our religious beliefs as a sacred staple in our household. We live out our faith in everything we do. I was called to be a nurse and this is one way I live out my faith. My husband and I will always live our lives through our faith and we teach our four children to do the same.

I declare under penalty of perjury under the laws of the United States of America that the foregoing is true and correct.

Executed on December 14, 2021.

Signed: *Janie L Cochran RN*

Kankakee, Illinois

**IN THE UNITED STATES DISTRICT COURT  
FOR THE CENTRAL DISTRICT OF ILLINOIS**

NEELIE PANOZZO, ET AL.

Plaintiffs,

v.

RIVERSIDE HEALTHCARE; an Illinois not-for-profit corporation; and PHILIP M. KAMBIC, in his capacity as President of Riverside Healthcare,

Defendants.

Case 2:21-cv-02292-CSB-EIL

**DECLARATION OF JEANNE JAMES**

1. I am a competent adult of sound mind.
2. I am currently employed by Riverside as a Registered Nurse.
3. I have been employed by Riverside since September 1990.
4. I have worked in health care since May 1978.
5. I have my Associates degree in Nursing and a Bachelor of Science in Nursing.
6. I consider my work at Riverside not just as a job but as a way I live out my faith.
7. My desire to become a nurse was a Gift from God given to me as a child. My employment has never been a “job.” It is a vocation, an oath I took from day one as a new grad. Not only do I pray for my patients and all patients every day, but also for myself, that I may provide the safety, highest quality of care to them each and every day. I cannot imagine ending this calling I have been given when God is not yet ready for me to do so. I will continue to pray for all of us in this same situation. “For I AM the Lord who Heals you” God will always prevail.

I declare under penalty of perjury under the laws of the United States of America that the foregoing is true and correct.

Executed on December 14, 2021.

Signed: *Glenn D. James*

Kankakee, Illinois

**IN THE UNITED STATES DISTRICT COURT  
FOR THE CENTRAL DISTRICT OF ILLINOIS**

NEELIE PANOZZO, ET AL.

Plaintiffs,

v.

RIVERSIDE HEALTHCARE; an Illinois not-for-profit corporation; and PHILIP M. KAMBIC, in his capacity as President of Riverside Healthcare,

Defendants.

Case 2:21-cv-02292-CSB-EIL

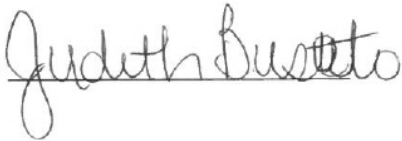
**DECLARATION OF JUDITH BUSATO**

1. I am a competent adult of sound mind.
2. I am currently employed by Riverside as a Registered Nurse.
3. I have been employed by Riverside since February 2021.
4. I have worked in health care since February 2010.
5. I am a licensed Registered Nurse.
6. I consider my work at Riverside not just as a job but as a way I live out my faith.
7. There have been difficult times throughout my career as a Registered Nurse where my patients were truly struggling with life and death choices where I asked them if they wanted to pray together and/or assured them that I would be praying for them. I didn't get into nursing for the money. I left a great job in marketing to pursue a career in nursing to give back and to do my part to care for my fellow man, for my brothers and sisters in Christ. My husband and I moved from a very affluent area in the northwest suburbs of Chicago to Kankakee. Although a beautiful community, the demographics of Kankakee are much different than up north. The community is very diverse and the need for

community outreach programs so much greater, allowing both my husband and I the opportunity to do more. In my off-time, as a registered nurse, I run the Azzarelli clinic in Kankakee. It is one of the largest free clinics in Illinois. Although it is an outreach program of my parish, St. John Paul II, it is completely independent and must sustain itself with volunteers, such as myself, donations, and grants. My “job” is more than a place I go and more than a paycheck. My job is a way of life for me, it is what God called me to do and how He asked me to serve.

I declare under penalty of perjury under the laws of the United States of America that the foregoing is true and correct.

Executed on December 13, 2021.

Signed: 

St. Anne, Illinois

**IN THE UNITED STATES DISTRICT COURT  
FOR THE CENTRAL DISTRICT OF ILLINOIS**

NEELIE PANOZZO, ET AL.

Plaintiffs,

v.

RIVERSIDE HEALTHCARE; an Illinois not-for-profit corporation; and PHILIP M. KAMBIC, in his capacity as President of Riverside Healthcare,

Defendants.

Case 2:21-cv-02292-CSB-EIL

**DECLARATION OF KATLYN SCHREIBER**

1. I am a competent adult of sound mind.
2. I am currently employed by Riverside as a registered nurse.
3. I have been employed by Riverside since March 2015.
4. I have worked in health care since March 2015.
5. I have my RN and a Bachelor's of Science in Nursing degree.
6. I consider my work at Riverside not just as a job but as a way I live out my faith.
7. I was diagnosed with diabetes when I was 14 years old. It was type 1 to be exact. I always knew that I wanted to work in the medical field but didn't know exactly what I wanted to do. I believe that it was God's plan for me to become a nurse. I didn't understand it at the time but I've learned to take the good with the bad and see the positives of my diagnosis of a lifelong illness. I believe that He did it for a reason, which is to carry out His teachings of health and wellness and use it alongside Him to help heal others. I went to a faith-based college, Olivet Nazarene University, to help me understand His calling for me. I now believe that being someone who understands what it's like to be sick helps me with empathy in my career, and it's a special position that I'm able to do

that. I don't think that God would put anybody in a situation that they can't handle and that you just have to empower yourself and spin it in a positive way to use it to help others. I truly believe that that was His plan for me from the beginning and I'm seeing it through every day that I work in this profession of nursing. This is what I'm called to do by Him.

I declare under penalty of perjury under the laws of the United States of America that the foregoing is true and correct.

Executed on December 14, 2021.

Signed: /s/ Katlyn Schreiber

Kankakee, Illinois



**IN THE UNITED STATES DISTRICT COURT  
FOR THE CENTRAL DISTRICT OF ILLINOIS**

NEELIE PANOZZO, ET AL.

Plaintiffs,

v.

RIVERSIDE HEALTHCARE; an Illinois not-for-profit  
corporation; and PHILIP M. KAMBIC, in his capacity as  
President of Riverside Healthcare,

Defendants.

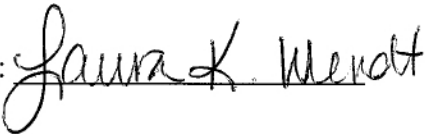
Case 2:21-cv-02292-CSB-EIL

**DECLARATION OF LAURA K. WENDT**

1. I am a competent adult of sound mind.
2. I am currently employed by Riverside as a Registered Nurse Case Manager.
3. I have been employed by Riverside since February 2014.
4. I have worked in health care since 2014.
5. I have an Associate's Degree in Nursing and am licensed as a Registered Nurse.
6. I consider my work at Riverside not just as a job but as a way I live out my faith.
7. God called me to this profession. I believe that I have a connection with most people and am able to provide comfort and prayers upon request with patients.

I declare under penalty of perjury under the laws of the United States of America that the foregoing is true and correct.

Executed on December 13, 2021.

Signed:  Laura K. Wendt

St. Anne, Illinois

**IN THE UNITED STATES DISTRICT COURT  
FOR THE CENTRAL DISTRICT OF ILLINOIS**

NEELIE PANOZZO, ET AL.

Plaintiffs,

v.

RIVERSIDE HEALTHCARE; an Illinois not-for-profit corporation; and PHILIP M. KAMBIC, in his capacity as President of Riverside Healthcare,

Defendants.

Case 2:21-cv-02292-CSB-EIL


**DECLARATION OF LINDA KENDZIOREK**

1. I am a competent adult of sound mind.
2. I am currently employed by Riverside as an Outpatient Clinician.
3. I have been employed by Riverside since April 20, 2015.
4. I have worked in health care since 2001.
5. I have a Bachelor's degree and Master's degree in Psychology and am a Licensed Professional Counselor.
6. I consider my work at Riverside not just as a job but as a way I live out my faith.
7. From a young age I feel I have been called to my profession in psychology. I grew up going to church weekly and attended Olivet Nazarene University. ONU is where I received both my Bachelor's degree in Psychology, as well as my Master's degree in Psychology. As a Christian I am called to love many times in the Bible. John 13:34 tells us that Jesus wants us to love others as we love ourselves. 1 Peter 4:8 tells us to show deep love for each other as love covers sins. Ephesians 4:32 tells us to be kind, loving, and forgiving of one another as God has of us, through Christ. I am going what Christ has

called me to do: to love. I show my love to others by not only praying for people, but by teaching people their value in this world. Friend, family, client, I have been called to show my love to all of God's creations. My job is to help, and counsel those with mental illness. Part of helping and counseling is showing them their value in this world and how to navigate this world with mental illness.

I declare under penalty of perjury under the laws of the United States of America that the foregoing is true and correct.

Executed on December 14, 2021.

Signed: 

Bourbonnais, Illinois

**IN THE UNITED STATES DISTRICT COURT  
FOR THE CENTRAL DISTRICT OF ILLINOIS**

NEELIE PANOZZO, ET AL.

Plaintiffs,

v.

RIVERSIDE HEALTHCARE; an Illinois not-for-profit  
corporation; and PHILIP M. KAMBIC, in his capacity as  
President of Riverside Healthcare,

Defendants.

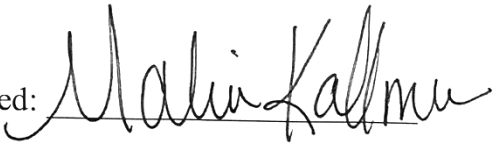
Case 2:21-cv-02292-CSB-EIL

**DECLARATION OF MALIA KOLLMANN**

1. I am a competent adult of sound mind.
2. I am currently employed by Riverside as a Tech/CNA.
3. I have been employed by Riverside since April 2006.
4. I have worked in health care since April 2006.
5. I am a Certified Nursing Assistant.
6. I consider my work at Riverside not just as a job but as a way I live out my faith.
7. As a life-long Christian, I have always put my faith in God as to leading me into the best direction on my faith-lead life. It was my calling from God to work in healthcare and help care for patients with God's guidance.

I declare under penalty of perjury under the laws of the United States of America that the foregoing is true and correct.

Executed on December 14, 2021.

Signed: 

Watseka, Illinois

**IN THE UNITED STATES DISTRICT COURT  
FOR THE CENTRAL DISTRICT OF ILLINOIS**

NEELIE PANOZZO, ET AL.

Plaintiffs,

v.

RIVERSIDE HEALTHCARE; an Illinois not-for-profit corporation; and PHILIP M. KAMBIC, in his capacity as President of Riverside Healthcare,

Defendants.

Case 2:21-cv-02292-CSB-EIL

**DECLARATION OF SHERRIE ROBERTSON**

1. I am a competent adult of sound mind.
2. I am currently employed by Riverside as a registered nurse.
3. I have been employed by Riverside since July 2019.
4. I have worked in health care since 1994.
5. I have a Bachelor's of Science in Nursing degree.
6. I consider my work at Riverside not just as a job but as a way I live out my faith.
7. I enjoy my job as a nurse. I believe that I was called by God to help people, be an advocate for them, listen and care for their bodies, minds, spirits and souls. I value the responsibilities that I have as a nurse, to teach, assess, and intervene on the patient's behalf. I am a dedicated, hard-working individual that appreciates each opportunity that I have to make a difference in someone's life. It's a gift to be able to help others and in return feel appreciated.

I declare under penalty of perjury under the laws of the United States of America that the foregoing is true and correct.

Executed on December 13, 2021.

Signed: /s/ Sherrie Robertson

Monee, Illinois



**IN THE UNITED STATES DISTRICT COURT  
FOR THE CENTRAL DISTRICT OF ILLINOIS**

NEELIE PANOZZO, ET AL.

Plaintiffs,

v.

RIVERSIDE HEALTHCARE; an Illinois not-for-profit corporation; and PHILIP M. KAMBIC, in his capacity as President of Riverside Healthcare,

Defendants.

Case 2:21-cv-02292-CSB-EIL

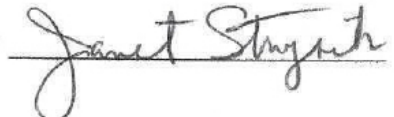
**DECLARATION OF JANET STRYSIK**

1. I am a competent adult of sound mind.
2. I am currently employed by Riverside as a Registered Nurse.
3. I have been employed by Riverside since August 2002.
4. I have worked in health care since August 1995.
5. I have my Associates degree in Nursing.
6. I consider my work at Riverside not just as a job but as a way I live out my faith.
7. From my earliest memories I wanted to be one of two things: a missionary and a nurse.

Inspired by Mary Slessor who served and evangelized cannibal tribes in Africa, her work in turning them away from witch doctors to medicine taught me that nursing and serving Christ was a good mix. Nursing in my home country allows me to serve others in different circumstances and give them hope. My prayer on my way to work each day is that my patients are safe in my care, are comfortable and comforted by my care and that they see His light shining through me.

I declare under penalty of perjury under the laws of the United States of America that the foregoing is true and correct.

Executed on December 14, 2021.

Signed: A handwritten signature in cursive script, appearing to read "Janet Stuyck", is written over a horizontal line.

Bourbonnais, Illinois

**IN THE UNITED STATES DISTRICT COURT  
FOR THE CENTRAL DISTRICT OF ILLINOIS**

NEELIE PANOZZO, ET AL.

Plaintiffs,

v.

RIVERSIDE HEALTHCARE; an Illinois not-for-profit corporation; and PHILIP M. KAMBIC, in his capacity as President of Riverside Healthcare,

Defendants.

Case 2:21-cv-02292-CSB-EIL

**DECLARATION OF TENISE D. IRVIN**

1. I am a competent adult of sound mind.
2. I am currently employed by Riverside as a Registered Nurse, in Nursery, Family Birthing Center.
3. I have been employed by Riverside since July 1984 for 8 years, and since June 2007, a total of about 22 years.
4. I have worked in health care since July 1984.
5. I have an Associate's degree in Nursing and a National Certification in Maternal Newborn Nursing.
6. I consider my work at Riverside not just as a job but as a way I live out my faith.
7. As a Christian I have the conviction to live out my faith in every area of my life. I am pro-life, so the mother-baby unit has been God's ministry work He provided for me. I have been able to pray with hurting parents, besides praying over my little patients while caring for their needs, such as life-saving resuscitation. I have offered to pray with women who are anxious, hurting, grieving, or just needing God's intervention with their

needs. I treat the mothers that are opiate dependent or in treatment with the same respect and loving care as any other patient. A baby's mother who had been in a drug rehab treatment program approached me in a store a year later (after I cared for her baby's withdrawal for several weeks), telling me how much she appreciated the respectful care I gave her and her baby. She said "you were the nicest, sweetest nurse," and she continued to say how well she was doing, and that she was clean from drugs. I have wept with a stillborn baby's parents; they appreciate the emotions. I offered to Bless a dying, too early to survive newborn. I believe my years of experience and faith help build confident to these new parents, as I treat all as a special creation from God. On the card we send out after moms go home, I congratulate and write this verse to look up (coworkers generally just say a short "congratulations" or "beautiful baby"), aiming to share something eternal. Psalms 139:13–18, which says, "For Thou didst form my inward parts; Thou didst weave me in my mother's womb. I will give thanks to Thee for I am fearfully and wonderfully made; Wonderful are Thy works, and my soul knows it very well. My frame was not hid from Thee, when I was made in secret, and skillfully wrought in the depths of the earth. Thine eyes have seen my unformed substance; and in Thy book they were all written, the days that were ordained for me, when as yet there was not one of them. How precious also Thy thoughts to me, O God! How vast is the sum of them! If I should count them, they would outnumber the sand. When I awake, I am still with Thee." (My life verses since teen years). Hope this gives someone encouragement and a look into faith in God, who created them.

I declare under penalty of perjury under the laws of the United States of America that the foregoing is true and correct.

Executed on December 13, 2021.

Signed: 

Momence, Illinois

**IN THE UNITED STATES DISTRICT COURT  
FOR THE CENTRAL DISTRICT OF ILLINOIS**

NEELIE PANOZZO, ET AL.

Plaintiffs,

v.

RIVERSIDE HEALTHCARE; an Illinois not-for-profit corporation; and PHILIP M. KAMBIC, in his capacity as President of Riverside Healthcare,

Defendants.

Case 2:21-cv-02292-CSB-EIL


**DECLARATION OF VALERIE KIETZMAN**

1. I am a competent adult of sound mind.
2. I am currently employed by Riverside as a Registered Nurse, Administrative Director/House Supervisor.
3. I have been employed by Riverside since May 1, 2017.
4. I have worked in health care since July 2012.
5. I have a Master's degree.
6. I consider my work at Riverside not just as a job but as a way I live out my faith.
7. I became a nurse due to a person experience with hospice where I saw how comforting the hospice nurse was to the family in their darkest hour. I wanted to be that person to families. Although I changed my path during nursing school, my feelings about caring for people have never wavered. I have prayed with many families at the bedside, yet still am able to help fix patients to go home to their families. I chose Olivet Nazarene University to continue my education and received both my Bachelor's and Master's degrees there while learning to see my work with a faith perspective. I feel that caring for others is

what God chose for me to do with my life and it is best served in an inpatient setting. I was even able to do a mission trip in 2014 with Olivet for 10 days, providing care to people who could not afford care.

I declare under penalty of perjury under the laws of the United States of America that the foregoing is true and correct.

Executed on December 14, 2021.

Signed: 

Bourbonnais, Illinois

**IN THE UNITED STATES DISTRICT COURT  
FOR THE CENTRAL DISTRICT OF ILLINOIS**

NEELIE PANOZZO, ET AL.

Plaintiffs,

v.

RIVERSIDE HEALTHCARE; an Illinois not-for-profit corporation; and PHILIP M. KAMBIC, in his capacity as President of Riverside Healthcare,

Defendants.

Case 2:21-cv-02292-CSB-EIL

**DECLARATION OF VERNON HOAGLUND**

1. I am a competent adult of sound mind.
2. I am currently employed by Riverside as an Emergency Medical Technician.
3. I have been employed by Riverside since after 1998.
4. I have worked in health care since 1978.
5. I am certified as an Emergency Medical Technician.
6. I consider my work at Riverside not just as a job but as a way I live out my faith.
7. “You’re a pastor, Vern, and you can adjust your schedule and we really desperately need your help on the ambulance.” So began my EMT service 40 years ago. God called me to the ministry but I was about to learn that He calls people to other services as well. I remember a neighbor who fell and hit his nose on the sharp edge of the kitchen counter, knocking him out and the ambulance was called and we rushed him to the hospital. There was 18-year-old Misty, “light of the senior class,” killed in a crash with a farm truck and we were there to help with the situation and then to comfort the family and classmates that graduation week. A successful basketball coach, inducted into the Hall of Fame at U of I, ended up in our hospital during his trip home with his wife, learning sad end-of-life



cancer news. When we transported him home to Naperville, I spent an hour and a half counseling, comforting, and giving spiritual guidance to his wife as we drive in the ambulance. This was all brand new to her. Three mental transports I was able to lead into a relationship with Jesus enroute on transfer and counseled, comforted, and encouraged many others like them over the years. As we hustled to transport a lady with a heart attack in the farm house, she gently demanded that we stop a moment and I pray for her. That 60 second brought an eternal peace her heart with God that you could see. She later died but indicated she was “ready.” I remember the lady, 50-years-old, whose heart stopped. Twenty minutes of CPR and ambulance drugs—and she went home a week later to her family to live on. Of course, there were countless people over 40 years. I had preached about the “good Samaritan” from the pulpit, but my service on the ambulance found me living out the ministry of that service, an unexpected calling. At RMC, we are cutting services for lack of employees, some fired and some quit and left because of forcing people with the vaccine mandate. What a sad state for those who need qualified personal service. Sure, they pay me to work, but if I were forced to quit my service to the people in our community, service will be curtailed to folks who frankly need me.

I declare under penalty of perjury under the laws of the United States of America that the foregoing is true and correct.

Executed on December 14, 2021.

Signed: 

Clifton, Illinois

**IN THE UNITED STATES DISTRICT COURT  
FOR THE CENTRAL DISTRICT OF ILLINOIS**

NEELIE PANOZZO, ET AL.

Plaintiffs,

v.

RIVERSIDE HEALTHCARE; an Illinois not-for-profit corporation; and PHILIP M. KAMBIC, in his capacity as President of Riverside Healthcare,

Defendants.

Case 2:21-cv-02292-CSB-EIL

**DECLARATION OF Desneiges Hansen**

1. I am a competent adult of sound mind.
2. I am currently employed by Riverside as a Registered Nurse.
3. I have been employed by Riverside since October 2019.
4. I have worked in health care since May 2019.
5. I have an associates in nursing and currently pursuing my bachelor's in nursing.
6. I consider my work at Riverside not just as a job but as a way I live out my faith.
7. When I arrive at work each morning, I pray that I will make a difference in someone's life. I feel to the depth of my soul that God granted me this gift-the ability to care for the people in my community. I've prayed with my patients that have requested I do so. I have prayed for numerous others. I have found a joy and a purpose in being a nurse. When I am holding the hand of a worried, fearful, or painful patient and providing them comfort with just a simple touch or connection, or offering encouraging words, it is in these moments that I feel I am doing exactly what God has put me on this Earth to do.

I declare under penalty of perjury under the laws of the United States of America that the foregoing is true and correct.

Executed on December 13, 2021.

Signed: A handwritten signature in black ink that reads "Anthony J. Adams RN". The signature is written in a cursive style with a horizontal line drawn through the middle of the text.

Kankakee, Illinois

**IN THE UNITED STATES DISTRICT COURT  
FOR THE CENTRAL DISTRICT OF ILLINOIS**

NEELIE PANOZZO, ET AL.

Plaintiffs,

v.

RIVERSIDE HEALTHCARE; an Illinois not-for-profit corporation; and PHILIP M. KAMBIC, in his capacity as President of Riverside Healthcare,

Defendants.

Case 2:21-cv-02292-CSB-EIL

**DECLARATION OF HOLLY GADE**

1. I am a competent adult of sound mind.
2. I am currently employed by Riverside as a Registered Nurse.
3. I have been employed by Riverside since August 1992.
4. I have worked in health care since 1992.
5. I have a Bachelor's of Science in Nursing as well as am board certified in Vascular Access.
6. I consider my work at Riverside not just as a job but as a way I live out my faith.
7. Growing up with a chronically ill grandmother who had spent most of her life in the hospital, I faced many uncertainties as to whether she would make it home once again. During these scary times, I found peace and comfort in prayer allowing my faith to develop even more. When the time came to choose a profession, the choice to become a nurse was easy because I knew it very well having been around healthcare most of my childhood. I pursued my Bachelor of Science in Nursing at Lewis University, a Catholic faith-based curriculum, which further solidified my beliefs. Early in my nursing career, I remember praying with a terminally ill father whose only wish was to make it a few more weeks so that he could see his daughter get married. I found

myself praying not only with him, but also on my own personal time for him and his wonderful family. With the power of the Holy Spirit by my side, I strongly believe that those prayers and support gave him the hope and strength needed to reach that important milestone. As a nurse we are with patients and family members during some of the most difficult times they will face. A patients' fears and personnel struggles are sometimes too much for them to bear and I find myself not only physically caring for them but also acting in a spiritual role to help overcome challenges. My Christian faith asks that I serve the Lord. As noted in **Peter 4: 10-11**: *"Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms... if anyone serves, they should do so with the strength God provides, so that in all things God may be praised through Jesus Christ."* Countless stories, prayers, and hands have been held over my 29-year nursing career that I am convinced have helped ease the anxiety of a scary procedure, provided encouragement with a new diagnosis, or given comfort to families who have lost a loved one. It is in moments like these that I believe God has once again guided me for the path HE has chosen ... one of a nurse. I am very grateful that God chosen me to serve Him as a nurse and I look forward to continuing to share my gift supporting patients and their families during some of their most challenging times.

I declare under penalty of perjury under the laws of the United States of America that the foregoing is true and correct.

Executed on December 13, 2021.

Signed: Holly Gade

A handwritten signature in cursive script that reads "Holly Gade".

Monee, Illinois

**IN THE UNITED STATES DISTRICT COURT  
FOR THE CENTRAL DISTRICT OF ILLINOIS**

NEELIE PANOZZO, ET AL.

Plaintiffs,

v.

RIVERSIDE HEALTHCARE; an Illinois not-for-profit corporation; and PHILIP M. KAMBIC, in his capacity as President of Riverside Healthcare,

Defendants.

Case 2:21-cv-02292-CSB-EIL

**DECLARATION OF Kelsey Tobey**

1. I am a competent adult of sound mind.
2. I am currently employed by Riverside as a Diagnostic Technologist.
3. I have been employed by Riverside since May of 2018.
4. I have worked in health care since August of 2016.
5. I have my xray technologist license.
6. I consider my work at Riverside not just as a job but as a way I live out my faith.
7. I originally earned a bachelors degree in human resource management. After I graduated with that business degree, I spent two years sitting behind a desk, mostly communicating with clients through email and via phone. One day I woke up and realized I was doing a job and did not feel like I was making any difference in anyone's life or fulfilling my calling to life. After brainstorming about ways I can earn a living and change peoples lives as I did it, I landed on a career in the field of healthcare. I have never once regretted trading in that cubicle to wake up and care for patients daily. I truly feel like I have found

my calling to make a difference in these patients' lives. Every exam I perform on a patient, I make sure I take the time to really listen and take care of them. I find myself crying with my patients, laughing with my patients and praying with my patients. Most of my patients are going through really tough times with their health, physically, mentally or both. I know I have to do the job I was trained for. But I do it knowing it's my calling to care for these patients the way Jesus has taught us to care for everyone regardless of the circumstance. This is my calling to help and pray over these patients when they need it the most. When I tell a patient I will be praying for them, I truly take a second and pray with them or quietly after an exam. I have a Psalms 46:10 purposefully tattooed on my wrist where patients can see and often inquire, some already know the verse, about the verse. It is a way I can help patients remember God is the ultimate healer. My job caring for patients is how I live out my faith daily. It is how I walk in the footsteps of Jesus.

I declare under penalty of perjury under the laws of the United States of America that the foregoing is true and correct.

Executed on December 13, 2021.

Signed: Kelsey Tobey

Herscher, Illinois

**IN THE UNITED STATES DISTRICT COURT  
FOR THE CENTRAL DISTRICT OF ILLINOIS**

NEELIE PANOZZO, ET AL.

Plaintiffs,

v.

RIVERSIDE HEALTHCARE; an Illinois not-for-profit corporation; and PHILIP M. KAMBIC, in his capacity as President of Riverside Healthcare,

Defendants.

Case 2:21-cv-02292-CSB-EIL

**DECLARATION OF Kimberly Cooper**

1. I am a competent adult of sound mind.
2. I am currently employed by Riverside as a Clinic/Office RN.
3. I have been employed by Riverside since May 2019.
4. I have worked in health care since September 2014.
5. I have a Bachelors of Science degree in nursing.
6. I consider my work at Riverside not just as a job but as a way I live out my faith.
7. I was a teenager who didn't know what I wanted or should do for a career when I was asked but I did know I wanted to help others. While seeking God for direction, he laid it on my heart to go into nursing. Through life's trials I was unable to go to college right

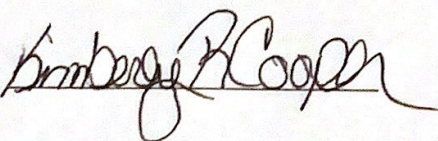


out of high school and I ended up 26 with no college degree. At that point in my life, I felt like I was missing out on my calling and that I had to start school no matter what! The years of school were not easy but God made a way when there were obstacles. Once I got my degree I felt like I was finally able to follow God's plan for my life to help others. I believe that God uses my passion for him and for my patient as a ministry. I believe that he has set me in my workplace to be a light in the dark to my patients. God uses me to pray for and with patients, hold their hands through good and bad news, be their shoulder to cry on, ear to listen, and their cheerleader to encourage them. My job isn't "just a job" I am in the position God has called me to, doing his work! "Whatever you do, work at it with all your heart, as working for the Lord, not for human masters, Colossians 3:23 NIV

I declare under penalty of perjury under the laws of the United States of America that the foregoing is true and correct.

Executed on December 13, 2021.

Signed:

A handwritten signature in black ink that reads "Kimberly R. Cooper". The signature is written in a cursive style and is positioned over a horizontal line.

Bradley, Illinois

**IN THE UNITED STATES DISTRICT COURT  
FOR THE CENTRAL DISTRICT OF ILLINOIS**

NEELIE PANOZZO, ET AL.

Plaintiffs,

v.

RIVERSIDE HEALTHCARE; an Illinois not-for-profit corporation; and PHILIP M. KAMBIC, in his capacity as President of Riverside Healthcare,

Defendants.

Case 2:21-cv-02292-CSB-EIL

**DECLARATION OF Merissa Hubert**

1. I am a competent adult of sound mind.
2. I am currently employed by Riverside as a Registered Nurse (job title).
3. I have been employed by Riverside since March 2021      (date or year).
4. I have worked in health care since 2005 (date or year).
5. I have RN license with BSN      (degree or credentials or licenses in health care).
6. I consider my work at Riverside not just as a job but as a way I live out my faith.
7. I became a Nurse because I have the heart for service and helping others. I have worked in the hospital (Acute Care), Hospice and long-term care currently work in Miller nursing home. I believe my God given gift of love and compassion for the sick and weak has enabled me to be an excellent nurse. I always wanted to be a nurse, but doubted my academic ability. After I raised my 3 children as a single mother and my relationship with the Lord became stronger and closer I heeded his call into nursing. After 25 years of being out of school by faith in my heavenly Father and Lord Jesus I began my pursuit of

a nursing degree. Isaiah 41:10 so do not fear, for I am with you; do not be dismayed, for I am God. I will strengthen you and help you; I will uphold you with my righteous right hand. (he has) Although it has been the biggest challenge of my life, with God's help, grace and mercy I received my RN and continued my education and received my BSN. Working as a nurse in different capacities care for the sick and weak has been rewarding and satisfying. Difficult at times, but being able to speak words of love and compassion in those that are sick, scared and vulnerable has brought more joy than heartache. When a person is sick and in the hospital they are fearful, vulnerable and many times facing their mortality, the most important and many times life changing thing for them is a kind and loving Nurse to hold their hand and give them reassurance that we are doing all that we can and the rest is up to God. In long-term care, the elderly and weak feel as if they have been abandoned and "put out to pasture" (as one patient stated, my family don't have time for me anymore in their busy lives), that they have no purpose anymore. For those of us that care for them it is a way to honor their lives and make them feel loved and many times the only ones by their sides when they take their last breath and leave this world. All of us in healthcare have worked to the point of exhaustion and continued to give of ourselves. Many times at the expense of our own health and family obligations especially through this pandemic. Daily placing ourselves at risk of getting sick or bringing sickness home to our families, to be regarded NOW as "careless and misinformed" because we decline this experimental vaccine that has been developed by unethical practices on the unborn and because of our God given faith and beliefs, is insulting and discriminatory. The constitution of the United States gives me the freedom to worship and practice my

faith the way I understand the word of God (the Bible) and all I ask is that the courts uphold that freedom.

Thank You, Merissa Hubert RN-BSN

I declare under penalty of perjury under the laws of the United States of America that the foregoing is true and correct.

Executed on December 14, 2021.

/s/ Merissa Hubert RN-BSN