

“Keepwell” Employee FAQ

1. What is the “keepwell” program?

The Company is in the process of transitioning certain practices to their physician partners or other providers. During the “keepwell” period, these practices will continue to operate in the normal course of business and patients should see no change in medical care.

2. Why is my location being offered participation in the “keepwell” program?

We believe that your practice location may draw interest from the original owners or other providers to continue to provide patient care from your location. A "keepwell" is the most practical—and fastest—way to provide for continuity of patient care and transition the practice to the physician provider through the “keepwell” program.

3. Will there be any layoffs due to this process?

Unfortunately, it will likely be necessary for AOS to close locations where doctors do not enter into “keepwell” agreements.

During the “keepwell,” employment decisions will be at the discretion of the “keepwell” provider. We will keep you apprised as developments occur.

4. Does the “keepwell” program guarantee me ongoing employment?

No. Any employment arrangements will be at the discretion of the “keepwell” provider.

5. Will my day-to-day job responsibilities continue?

Nothing about your job or day-to-day responsibilities is expected to change as a result of this process. Your location will continue normal operations. Employees will receive the same pay and benefits on the same schedule during your period of employment.

We need all employees to remain focused on providing our eye health patients with superior healthcare and customer service during this transition.

6. What happens if a practice does not enter into the “keepwell” program?

Unfortunately, it will likely be necessary for AOS to close locations where doctors do not enter into “keepwell” agreements.

7. How long will this process take?

The Company intends to enter into these “keepwell” agreements within the next week. It is presently contemplated that the "keepwell" program will be in effect through August 31. This period

is designed to provide a transition for both the Company and the physicians or providers who ultimately purchase the practices.