



COVID-19 VACCINATION OF ESSENTIAL ASSOCIATES

11 August 2021

Support to help you adapt, evolve, and thrive.

Establishing a fully vaccinated front-line staff

As one of the nation's largest medical equipment service companies, we know we have a critical role to play in making equipment and supplies available to our customers for their patients when they need them, where they need them. As your service partner of choice, we take our part in the safe, efficient, and effective delivery of healthcare seriously. We continue to do everything we can to supply our customers while protecting the safety of their patients, staff, and our associates.

In January, Joerns Healthcare led the way by mandating the COVID-19 vaccine for our essential associates who deliver equipment, interact with equipment and/or provide clinical and product services to customers' facility sites. For all other associates, the vaccine was highly encouraged to help eradicate the pandemic. Essential Associates currently have until **September 1, 2021** to receive the first dose of the vaccine (or the full vaccine in the case of J&J), and must receive the second dose within the mandated timeframe. With this mandate, all current essential associates will be vaccinated fully by **October 1, 2021**. For all new hires, the first dose of the COVID-19 vaccine will be mandated within the first 30 days of employment, with the full vaccine being received within 60 days of the start of employment. We currently have over 80% of our essential associates vaccinated, with that number rising weekly.

We continue to follow Centers for Medicare and Medicaid Services (CMS) guidelines and those of other applicable federal and state regulatory agencies and adjust our protocols accordingly. This includes the continued masking of our essential associates when they enter customer locations. Where mandated, our essential associates will submit to testing until they are fully vaccinated provided that the customers policy for testing and handling of results is provided for review. For Joerns, safety is paramount and establishing a fully vaccinated front-line staff is key to helping end the deadly pandemic.

Stay safe.