



Vaccination Policy: Mandatory

Our first responsibility as an organization is the safety of our employees and to provide and maintain a workplace that is free of known hazards. As such, we are adopting this policy to safeguard the health of you, your fellow employees, and our families from risk of certain infectious diseases particularly COVID-19, that may be reduced by vaccinations. This policy was developed in accordance with all applicable laws and is based on guidance from the Centers for Disease Control and Prevention and local health authorities.

As we work to determine the appropriate opening date to safely return to the office and resume having in person conversations, we want to ensure everyone is safe. Therefore, to return to the office, all employees are required to present written evidence that they received an FDA-approved vaccination against COVID-19 unless an employee has a legitimate justification for not being vaccinated and is granted an exception. Anyone not able to present proof of vaccination by the reopening date may not enter the building and must notify Bonnie and request an exception. Whether to grant an exception and what type of exception, will be determined based on the specific circumstances of each non- vaccinated employee.

With this in mind, and until further notice, no visitors will be allowed in the Federation building, and when they are allowed, they too must show written evidence that they received an FDA-approved vaccination against COVID-19.

Please direct any questions regarding this policy to Bonnie or Dov.

As we continue our planning for the summer months, on which we'll update you in a subsequent email, we'd like you to give us your thoughts and input on your own needs and priorities.

We thank you for your cooperation.