

July 12, 2021

TO: All Valued Associates

RE: Vaccination Status Submission and Revised Mask Policy

In May, the Centers for Disease Control and Prevention (CDC) announced new guidelines for face masks for individuals who have been fully vaccinated against COVID-19. The CDC defines an individual as fully vaccinated at two weeks after their second dose in a two-dose series or two weeks after a single-dose vaccine. The CDC's recommendation is that individuals who are fully vaccinated no longer need to wear facial coverings in most public spaces. Effective July 19, 2021, Marsden will be adopting the CDC's guidelines for fully vaccinated Marsden employees, provided the following conditions are met.

Vaccination Status Guidelines

Effective July 19, 2021, employees are required to submit their vaccination status to Marsden. Please visit **vaccination.marsden.com** to complete the online questionnaire or visit **marsden.com/covid-19-employee-resources/** for a link to the questionnaire. Submissions are confidential and kept in a secure environment. Only individuals who are fully vaccinated and have submitted their vaccination status may remove their masks during working hours, provided the client site policies and local mandates allow for mask removal. Marsden's revised mask policy is the only COVID-19 policy that has been changed. All other Marsden COVID-19 protocols remain in place.

Unvaccinated and partially vaccinated employees are required to continue wearing masks at work. If the client site or local mandates require the continued use of face masks, employees will need to continue to wear mask while working, regardless of vaccination status. We strongly recommend any employee with underlying health conditions to continue to wear masks. Anyone who is vaccinated but wishes to continue wearing masks is encouraged to do so.

Marsden believes that safety is of the utmost importance and we want to ensure everyone stays safe and healthy. There will be meetings and calls scheduled for our associates to ask questions and to ensure everyone has a clear understanding of the revised policy. If you have questions or need assistance with completing your vaccination status questionnaire, please contact your supervisor.

Sincerely,



Guy Mingo
President & CEO