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Message distributed to all GMR employees



Status of Vaccine Requirements Nationwide

September 17, 2021

The purpose of this message is to share what GMR knows and understands about the September 9 announcements from President Biden on Federal COVID-19 vaccine mandates for healthcare organizations, large employers and federal contractors. As you know, GMR fits in all three categories, and we believe it is important to share this information with you as soon as possible. There are some outstanding questions because the specific rules have not been finalized. However, because GMR will be required to follow federal mandates, we do want to share what we know so our operations, groups and individual team members can prepare appropriately.

GMR's understanding is that the forthcoming Federal OSHA standards regarding a vaccine mandate for large employers, along with the Centers for Medicare and Medicaid Services (CMS) vaccine mandate for all healthcare providers "across any health care setting" (public and private) and The Safer Federal Workforce Task Force vaccine mandate for federal contractors, will apply to all GMR employees including support, office-based and remote team members. Specifically, HHS Secretary Xavier Becerra has made it clear that "[e]nsuring safety and access to all patients, regardless of their entry point into the health care system, is essential." As a healthcare company, GMR will continue to follow the most up-to-date information and rules to ensure that we are compliant with these mandates.

Although the specific rules have not yet been announced, these latest announcements strongly indicate that employees in every healthcare organization, including GMR, should quickly move forward with taking steps to comply with the requirements to have every employee fully vaccinated against COVID-19. **Because of that, if you are not already vaccinated, we strongly encourage you to begin the process of getting vaccinated as soon as possible in preparation for compliance with all of the mandates.** We clearly understand and respect the implications this has for each person individually.

- If you are already vaccinated and have uploaded your vaccine records into Image Trend or GMR Connect: thank you. You do not need to do anything else at this time.
- If you are not vaccinated and require assistance, please reach out to your supervisor, manager or any member of the leadership team.
- As a reminder, if you chose *decline vaccine* in Image Trend or GMR Connect, you are considered unvaccinated by GMR.

GMR continues to evaluate every new requirement from an operational, legal, safety and human resources perspective so that we can provide you with fully vetted information as soon as we have it. We are also creating an FAQ document and will share with you when we have additional information.

Thank you for everything you do each day to protect and care for our patients.

GMR Senior Leader Team