

Important GMR COVID-19 Masking Requirements

August 3, 2021

As many of you know all too well, there has been a dramatic and concerning increase in new COVID-19 cases among our own GMR team members. This includes employees who are vaccinated as well as those who are not vaccinated. Additionally, in the last month – 40% of our GMR colleagues tested with SafeRestart have been COVID positive. This is up significantly from our 2020 positivity rate of 20%. Our specific concerns are focused on two key points:

1. Infections in our company are appearing in rapid developments of clusters within a group of employees, which follows the same path as the Delta variant among the general population. The Delta variant is the predominant infection in the United States. This variant has a shorter onset from time of exposure to illness and has a dramatically larger viral load compared to the original virus.
2. These characteristics mean individual infected employees have the potential to rapidly infect a large number of both vaccinated and unvaccinated individuals.

To respond effectively in this rapidly changing environment and to protect all of us, your families, patients and our communities, we're making these changes effective immediately.

- As is always the case, federal, state, regional and local guidance should be followed.
- When an employee tests positive for COVID-19, all employees in that business or operational area will wear masks at all times until there are no new cases for 7 days. Depending on the magnitude of the outbreak, we might also implement regular testing to identify any potential new infections. Important note: Our current mask policy remains in effect with this new addition.
- All physical distancing and hygiene efforts should continue to be followed.
- Employees who are symptomatic should not be in the workplace and should notify their supervisors for guidance on testing.

It's important to note that this new mask requirement will not be in place forever. We fully recognize that this illness continues to evolve and the emergence of variants with different characteristics means we need to implement effective strategies to minimize spread and

further infection. This specific change is intended to decrease the worrisome impact of this latest wave.

We continue to encourage everyone to get vaccinated. Breakthrough clusters are an expected component of any vaccination initiative. What's important is that clear data that those who are vaccinated and experience a breakthrough infection have significantly less severe illness and are rarely hospitalized.

Like any illness in medicine, the more we learn, the more we can impact the outcome. And most importantly, the faster we can put this pandemic behind us.

As always, if you have any questions, please reach out to your local Clinical or Safety Leaders or reply to this email. Thanks for your diligence and endurance. *We'll get through this together.*

GMR Medicine and Safety Teams

A handwritten signature in black ink, appearing to be 'Ed Racht'.

Ed Racht, M.D.
Chief Medical Officer

A handwritten signature in black ink, appearing to be 'Tom Baldwin'.

Tom Baldwin
VP, GMR Safety