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Message distributed to all GMR employees



Return to the Workplace Update

May 19, 2021

The COVID-19 pandemic has been one of the most challenging public-health issues in generations. As we learned more about COVID-19 transmission and prevention, we instituted approaches to maximize the protection of our GMR family while continuing critical functions to maintain operations. Our approaches have been based in science and consensus guidance and have continuously evolved as more information became available.

As the transmission of COVID-19 continues to decline, more individuals are fully vaccinated and with the recently released new CDC guidance, we are beginning the following GMR Approach to Post-Pandemic Operations, effective immediately:

- Fully vaccinated employees (14 days after the second Moderna or Pfizer dose, or 14 days after the first Johnson & Johnson dose) are not required to wear a mask in GMR work environments, unless in patient-care environments or situations or required by federal, state or local guidance for face coverings.
 - **Appropriate mask wearing will be required in all patient-care environments and situations**, regardless of vaccination status of employees or patients. This includes patient transport vehicles and aircraft, entry into healthcare facilities, as well as direct patient care.
- Employees who do not wear a mask in GMR work environments must be able to provide appropriate documentation of vaccine status upon request.
- If you are fully vaccinated it is entirely your choice whether or not to wear a mask. Everyone must respect the decision of others to wear masks and to engage in physical distancing regardless of their vaccination status.
- Non-fully vaccinated employees, or those that do not wish to share their vaccination status, are required to wear a mask while in all GMR work environments.
- GMR-required, COVID-related building-capacity limitations are no longer in place. However, a building landlord may have separate requirements.
- The SafeRestart online tool is no longer required.
- As always, local, state or federal regulatory requirements must continue to be followed, and we may have specific contract requirements.

We are incredibly proud of the way each of you have managed your commitment to GMR's goal of providing care at a moment's notice through these challenging times. With the now widespread availability of vaccines and our continued promotion of their use (in many cases we have provided shots to employees in jurisdictions where allowed), we are now at a stage where we are happy to begin welcoming more of our office-based team members back into the workplace.

We encourage our office-based teams to begin conversations with their managers to discuss next steps given this updated guidance.

As always, it's important to remember that all employees should evaluate themselves for signs/symptoms of COVID-19 before coming to work, and to stay home if they are not well. Additionally, any employee who becomes ill at work should notify their supervisor and go home as soon as appropriate.

If an employee is identified as being infected in the workplace, we will immediately evaluate the specific circumstances and make any appropriate changes based on our findings. We have rapid COVID-19 antigen testing available to help guide our approaches.

Finally, an important note: While we don't yet require COVID-19 vaccination, business- and public-health requirements will continuously be evaluated and there may be requirements in the future for your specific job responsibility/position. This is likely to be a focus in direct patient-care roles.

We respect the fact that receiving the vaccine is a personal decision, as is all healthcare. We must also be mindful of our obligation to protect our patients, our co-workers and the general public. The vaccine is safe and effective and is appropriately becoming a part of many components of our post-pandemic world.

We know how hard this has been for everyone. There is finally some light at the end of a long and difficult tunnel. We are committed to being as diligent, thoughtful and evidence-driven on this phase of the pandemic as we have been during the past 17 months.


Thanks for what you do and how you do it.



Randy Owen
Chief Executive Officer



Ted Van Horne
Chief Operating Officer

A handwritten signature in black ink, appearing to read "Ed Racht". The signature is written in a cursive, slightly slanted style.

Dr. Ed Racht
Chief Medical Officer