

SCOPE:

This policy applies to all entities that are owned or operated by Lifepoint Health Inc. or any of its subsidiaries (the “Company”) located in, and all Company Workforce Members providing services in, states where the Centers for Medicare & Medicaid Services mandate for COVID-19 vaccination (“CMS Vaccine Mandate”) or a state COVID-19 vaccine requirement is in full force and effect.

PURPOSE:

To provide a safe and healthy environment for patients, their families, visitors, employees and physicians by requiring all Workforce Members to be vaccinated against COVID-19 in accordance with public health guidelines unless otherwise prohibited or exempted by federal or state law.

DEFINITIONS:

Workforce Member: Staff inclusive of employees, all medical staff and allied health professional (“AHP”) appointees and any other licensed practitioners who: (i) are employed by the Company, or (ii) provide care, treatment or other services for the Company and/or its patients, students, trainees, volunteers; or provide care, treatment, or other services for Company and/or its patients, under contracts or by other arrangement. A Workforce Member as defined for the purpose of this policy expressly excludes: (i) an employee who works 100% of the time offsite from a Company facility or other healthcare facility through contract, with no scheduled workdays at a Company facility or other healthcare facility through contract, and (ii) who works in a position that does not require travel to a Company facility or other healthcare facility, or face-to-face interaction with anyone who works in a Company facility or other healthcare facility through contract.

Proof of Vaccination: Any of the following documents may constitute proof of vaccination for purposes of this policy:

- a. Centers for Disease Control and Prevention (CDC) COVID-19 vaccination record card (or a legible photo of the card),
- b. Documentation of vaccination from a health care provider or electronic health record, or
- c. State immunization information system record.

Fully Vaccinated: A Workforce Member is considered fully vaccinated against COVID-19 (a) two weeks after they have received the second dose in a two-dose series of a COVID-19 vaccine authorized for emergency use, licensed, or otherwise approved by the United States Food and Drug Administration (the “FDA”) (e.g., Pfizer-BioNTech or Moderna); (b) two weeks after they have received a single-dose COVID-19 vaccine authorized for emergency use, licensed, or otherwise approved by the FDA (e.g., Johnson & Johnson (J&J)/Janssen); or (c) any period within the time frame established by the Company and recognized by the FDA or CDC as effective and consistent with CDC public health recommendations for additional inoculation or booster doses thereafter.

POLICY:

All Workforce Members providing services at a Company facility or other healthcare facility in a state where enforcement of the CMS Vaccine Mandate went into effect in **2021** (Applies to the following states: California, Colorado, Connecticut, Delaware, District of Columbia, Florida, Hawaii, Illinois, Maine, Maryland, Massachusetts, Michigan, Minnesota, Nevada, New Jersey, New Mexico, New York, North Carolina, Oregon, Pennsylvania, Rhode Island, Tennessee, Vermont, Virginia, Washington, and

Wisconsin) must receive the first dose of a primary series or a single dose COVID-19 vaccination by January 27, 2022.

All Workforce Members providing services at a Company facility or other healthcare facility in a state where enforcement of the CMS Vaccine Mandate went into effect in **2022** (Applies to the following states: Alabama, Alaska, Arizona, Arkansas, Georgia, Idaho, Indiana, Iowa, Kansas, Kentucky, Louisiana, Mississippi, Missouri, Montana, Nebraska, New Hampshire, North Dakota, Ohio, Oklahoma, South Carolina, South Dakota, Utah, West Virginia, and Wyoming) must receive the first dose of a primary series or a single dose COVID-19 vaccination by February 14, 2022.

All Workforce Members providing services at a Company facility or other healthcare facility in Texas must receive the first dose of a primary series or a single dose COVID-19 vaccination by February 22, 2022.

All Workforce Members providing services at a Company facility or other healthcare facility in a state where enforcement of the CMS Vaccine Mandate went into effect in **2021**, as set forth above, must be Fully Vaccinated against the COVID-19 virus by February 28, 2022 unless an exemption is requested, and reasonable accommodation granted in accordance with the procedures outlined below. Note that Workforce Members who have completed the two-dose series of a COVID-19 vaccine by February 28, 2022 will meet this requirement, even if they have not yet completed the 14-day waiting period required for “Full Vaccination.” If the FDA or CDC recommends additional inoculation or booster doses, all Workforce Members will be required to obtain such additional inoculation or booster doses within the time frame established by the Company.

All Workforce Members providing services at a Company facility or other healthcare facility in a state where enforcement of the CMS Vaccine Mandate went into effect in **2022**, as set forth above, must be Fully Vaccinated by March 15, 2022, unless an exemption is requested, and reasonable accommodation granted in accordance with the procedures outlined below. Note that Workforce Members who have completed the two-dose series of a COVID-19 vaccine by March 15, 2022 will meet this requirement, even if they have not yet completed the 14-day waiting period required for “Full Vaccination.” If the FDA or CDC recommends additional inoculation or booster doses, all Workforce Members will be required to obtain such additional inoculation or booster doses within the time frame established by the Company.

All Workforce Members providing services at a Company facility or other healthcare facility in Texas must be Fully Vaccinated by March 21, 2022, unless an exemption is requested, and reasonable accommodation granted in accordance with the procedures outlined below. Note that Workforce Members who have completed the two-dose series of a COVID-19 vaccine by March 21, 2022 will meet this requirement, even if they have not yet completed the 14-day waiting period required for “Full Vaccination.” If the FDA or CDC recommends additional inoculation or booster doses, all Workforce Members will be required to obtain such additional inoculation or booster doses within the time frame established by the Company.

All Workforce Members who begin providing services at a Company facility or other healthcare facility after the compliance dates outlined in this Policy for the applicable facility must have received, at a minimum, the first dose of a two-dose COVID-19 vaccine or a one-dose COVID-19 vaccine prior to providing any care, treatment, or other services for the Company facility and/or its patients, and if applicable, completed the two-dose series of a COVID-19 vaccine at the FDA recommended timeframe for the respective two-dose vaccine the workforce member is receiving, unless an exemption is requested, and reasonable accommodation granted in accordance with the procedures outlined below.

If Workforce Members provide services at a healthcare facility that is not a Company facility, and such healthcare facility has a vaccination policy that is more stringent than this policy, then such Workforce Members must follow the vaccination policy of the facility in which they provide services, provided such policy is in accordance with state and federal law.

In addition to the above requirements, all Workforce Members must comply with any state COVID-19 vaccine mandate in effect.

All Workforce Members must provide Proof of Vaccination to the Employee Health Department, Human Resources Department, or Program Director (for those employees who work in a non-Company facility) within the timeframes communicated by the Company.

Mitigation strategies as applicable (e.g., masking, distancing) that are consistent with the CDC recommendations or are more stringent for infection prevention will be implemented and enforced to protect Workforce Members who are unvaccinated and patients in our facilities.

The Employee Health Department, Human Resources Department or Program Director (as applicable) shall track compliance with this policy and maintain documentation of each Workforce Member's Proof of Vaccination or accommodation request and approval and supporting documentation. These documents shall be kept secure and private. Notwithstanding, data will be reported to local, state, and federal agencies as required under applicable laws and regulations.

The Employee Health Department, Human Resources Department or Program Director (as applicable) shall track and maintain documentation of each Workforce Member's Proof of Vaccination for booster doses. These documents shall be kept secure and private. Notwithstanding, data will be reported to local, state, and federal agencies as required under applicable laws and regulations.

Workforce Members who work in non-Company facilities may be required, at the request of the facility in which they work, to provide proof of compliance with the CMS Vaccine Mandate.

Independent contractors, vendors, and any company or organization that manages Workforce Members at any of the Company facilities must comply with this policy and provide documentation of their compliance to the Company including but not limited to submitting required forms provided by the Company.

Workforce Members who have not received the first dose of vaccination or a single-dose vaccination or who are not Fully Vaccinated by the deadlines and have not obtained an approved request for an exemption and accommodation will be in violation of this policy and subject to disciplinary action up to and including termination.

PROCEDURE:

Providing Proof of Vaccination

Employee Health and/or the Human Resources Department will provide instruction for the submission of Proof of Vaccination. By providing Proof of Vaccination, the Workforce Member is attesting that the information submitted is truthful and valid. Submission of false documentation is subject to disciplinary action up to and including termination.

Proof of Vaccination must be submitted within the timeframes communicated by the Company. Workforce Members are responsible for submitting Proof of Vaccination for all doses of vaccination inclusive of booster doses. Failure to submit Proof of Vaccination is subject to disciplinary action up to and including termination.

Compliance with this vaccination policy is a baseline requirement for Medical Staff/AHP appointment and clinical privileges. As such, failure to comply with the timeframe included in this policy will be grounds for administrative suspension until compliance is achieved in the determination of the Chief Executive Officer or the CMS requirement is rescinded.

Requesting an Exemption

Workforce Members may request an exemption from the vaccination requirement and may receive a reasonable accommodation if they:

- 1) are unable to be vaccinated as a result of a disability under the Americans with Disabilities Act (ADA), Title VII of the Civil Rights Act of 1964 (Title VII), or any similar applicable state law in which case the Workforce Member must provide signed and dated documentation from a licensed practitioner acting within their scope of practice that includes a) information specifying which COVID-19 vaccine(s) are clinically contraindicated for the Workforce Member, b) the recognized clinical reasons for the contraindications, and c) a statement by the licensed practitioner recommending that the Workforce Member be exempted from the vaccination requirement based on the recognized clinical contraindications, or
- 2) are unable to be vaccinated as a result of a sincerely held religious belief under Title VII of the Civil Rights Act of 1964 (Title VII) or any similar applicable state law, or
- 3) provide documentation supporting a temporary delay in vaccination as recommended by the CDC due to clinical precautions and considerations, including but not limited to individuals with acute illness secondary to COVID-19 and individuals who received monoclonal antibodies or convalescent plasma.

Workforce Members requiring a reasonable accommodation based upon applicable federal or state law shall use the forms provided by the Employee Health or Human Resources Department to request an accommodation. Workforce Members seeking an exception to the COVID-19 vaccination requirement shall provide the completed form and supporting documentation requesting a reasonable accommodation in a timely manner to allow an accommodation decision to be made before the vaccination deadline communicated by the Company.

Reasonable accommodations will only be granted to those Workforce Members meeting the requirements for an exception and will be required to follow all appropriate infection control requirements as a condition of any such exception, up to and including any applicable additional federal and state law requirements.

Facility Assistance in Meeting Vaccination Requirements

Each Company entity will provide information on locations where Workforce Members can receive vaccinations free of charge in or near the facility in which they work. It will be the Workforce Member's responsibility to follow the provided instructions to sign-up for, schedule, and/or receive vaccination. Supervisors must allow paid time for employees to receive vaccination during working hours. Any employee needing time off due to vaccine side effects should contact Employee Health Department, Human Resources Department or Program Director (as applicable) as soon as possible.