

COVID-19 Vaccination Policy

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1.0 PURPOSE:

The purpose of this Policy is to provide general guidance and expectations for COVID-19 vaccinations for all workers of Agiliti Health, Inc., its subsidiaries and affiliates (collectively referred to herein as “Agiliti” or the “Company”). Consistent with Agiliti’s commitment to the health and safety of workers, customers, and the general public during the COVID-19 pandemic, Agiliti adopts this Policy addressing COVID-19 vaccinations. This Policy is intended to comply with applicable laws, Executive Orders, rules, and regulations and is based on guidance from the Centers for Disease Control and Prevention and local health authorities, as applicable.

2.0 SCOPE:

All Agiliti workers, including without limitation employees, temporary workers, and independent contractors, unless otherwise required by law.

3.0 POLICY:

Agiliti requires that, as a condition of any worker physically reporting to an Agiliti or customer worksite or traveling for a work-related purpose, such worker provides proof of completion of a COVID-19 vaccine regimen for a COVID-19 vaccine that is approved or authorized for emergency use by the United States Food and Drug Administration (FDA).

Subject to availability of such doses, proof of the completion of a COVID-19 vaccine regimen is required to be submitted by:

- (i) For workers employed or engaged prior to October 4, 2021: October 4, 2021.
- (ii) For workers hired or engaged on or after October 4, 2021: The first day of employment or engagement.

4.0 PROCEDURES FOR SUBMITTING PROOF OF VACCINATION:

Documentation reflecting proof of the completion of a COVID-19 vaccine regimen must be submitted through the Agiliti Resource Portal. Workers must provide written proof of vaccination that reflects the following minimum information:

- Worker’s name,
- Name of vaccine product administered,

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- Dose number (e.g., first dose, second dose),
- Date vaccine dose(s) was(were) administered, and
- Place of administration (i.e., name of healthcare professional or clinic site).

Workers should **not** provide any medical or genetic information as part of any proof of vaccination. Workers are not required to, and should not, disclose the specific details of their vaccination and/or vaccination status to their supervisors, managers, or coworkers.

Agiliti will treat such information as confidential and store the information separately from an employee's personnel file.

5.0 REQUESTS FOR ACCOMMODATION:

If an employee objects to obtaining a COVID-19 vaccination based upon a medical condition, disability, religious belief or practice, or other reason protected by applicable law, the employee must:

1. Send a request to covidexemption@agilitihealth.com to obtain a Reasonable Accommodation Request Form.
2. Complete the Reasonable Accommodation Request Form according to the instructions stated on the Form.
3. Send the completed Reasonable Accommodation Request Form to covidexemption@agilitihealth.com.

Upon receipt of the completed Reasonable Accommodation Request Form, Agiliti will engage in an interactive dialogue with the employee/employee's manager to explore potential reasonable accommodations.

Consistent with its reasonable accommodation policies, Agiliti will provide a reasonable accommodation to qualified individuals with disabilities, unless doing so would create an undue hardship for Agiliti and/or a direct threat to workplace safety. Similarly, Agiliti will provide a reasonable accommodation of an employee's sincerely held religious belief if the accommodation would resolve a conflict between the individual's religious beliefs or practices and this Policy, unless doing so would create an undue hardship and/or a direct threat to workplace safety.

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Agiliti makes determinations about accommodations on a case-by-case basis, considering various factors and based on an individualized assessment in each situation; therefore, Agiliti cannot guarantee an accommodation will be available.

Agiliti reserves the right, in its sole discretion, to modify or terminate any accommodations made.

6.0 COSTS:

To the extent COVID-19 vaccination costs are not covered by the federal, state, or local government or the employee's insurance, Agiliti will reimburse the cost of any fees with respect to an FDA-approved or authorized for emergency use COVID-19 vaccination received on or after the Effective Date of this Policy, only as required by law. Documentation will need to be provided through an expense report.

All non-exempt employees will be paid for time taken to receive a vaccine after the Effective Date of this Policy. Non-exempt employees must work with their managers to schedule appropriate time to comply with this Policy and properly record their time spent obtaining the vaccine as working time.

7.0 ADDITIONAL INFORMATION:

Workers who fail to comply with this Policy will be subject to disciplinary measures, up to and including termination of employment or engagement.

Nothing in this Policy alters the at-will nature of employment. Nothing in this Policy is intended to create a contract or enforceable agreement between Agiliti and any employee or worker with respect to vaccinations or exemptions from such vaccinations. Agiliti reserves the right, in its sole discretion, to modify or terminate this Policy.

8.0 QUESTIONS:

Questions about this Policy should be sent to Human Resources at hremployees@agilitihealth.com.