



COVID Unvaccinated Surcharge Questions & Answers

General Questions

Q. Am I required to get vaccinated?

A. Paradigm Precision believes that vaccination is a personal choice for each employee. While the company encourages you to get vaccinated, we are not mandating it at this time. However, based on a recent Executive Order for US government contractors, the company may soon be subject to new regulations requiring virtually all employees to be fully vaccinated. The exact details of these requirements are still being finalized.

Q. How long will the surcharge be in effect?

A. We do not have an end date to the surcharge.

Q. Is the \$40/month surcharge divided up per payroll?

A. Yes. For each \$40 monthly charge, Hourly employees will pay \$9.23 per payroll. Salary employees will pay \$18.46 per payroll.

Q. Does the surcharge apply to my spouse?

A. No.

Q. Are dependents included on the surcharge?

A. No.

Q. Will I get terminated for not getting the vaccine?

A. No. At the present time, your choice to get or not get the vaccine will not affect your employment with the company. However, this could change depending on adoption of new federal regulations.

Q. Is my choice on getting the vaccine confidential?

A. Yes, your vaccine information is confidential. We will not disclose your vaccine status.

Q. Other than the surcharge, are there any repercussions I face if I do not get the vaccine?

A. No. At this time, your choice to get or not get the vaccine will not affect your employment with the company. Once again, this may change if rules governing federal contractors are applicable to Paradigm.

Q. Do I have a time frame to complete my second dose of the Moderna or Pfizer Vaccine?

A. You have until the end of Open Enrollment, Wednesday, December 15, 2021, to complete both doses of either the Moderna or Pfizer vaccine.

Q. Am I required to get the booster to stay in compliance?

A. No.

Q. Will I have to get COVID tested if I do not get the vaccine?

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A. Not at this time. However, other new rules under consideration by OSHA may require all employees of companies above a certain size who are not vaccinated to be subject to regular COVID testing.

Q. If I do get the vaccine will I still have to wear a mask?

A. Yes.

Q. Does the surcharge go to the company or to the insurance provider and what is it spent on?

A. Paradigm Precision is self-insured. This means that the company bears the burden of the full cost of all medical costs once you meet your copay/deductible amounts.

Paradigm Precision utilizes the Cigna network for discounts and processing our claims. However, the Company pays our medical claims.

The surcharge will be used to offset the additional cost associated with COVID-19 claims expenses.

Q. If I decide not to participate in the medical plan because of the vaccination surcharge, what steps do I need to take?

A. You must log onto the Open Enrollment portal and waive coverage by Friday, November 5, 2021.

Q. If I decide to drop my insurance, what will happen to my HSA account?

A. HSA- Your contribution deduction requires active enrollment in a high deductible health plan. You will still have access to your funds in your account, however you will no longer be able to contribute to your account through payroll deduction.

Q. If I don't meet the deadline of Wednesday, December 15, 2021, but provide it later, can I get money credited back for surcharge deductions I incur?

A. The surcharge will be removed on a go forward basis, with no refunds.

Q. What if I've already had COVID?

A. The requirement to be fully vaccinated to avoid the surcharge applies equally to employees who have previously had COVID.

How do I prove I am fully vaccinated?

A. Each site will be required to determine which of their employees are "fully vaccinated" (meaning they have received either the Johnson & Johnson single-dose vaccine or both doses of one of the two-dose vaccines produced by Moderna or Pfizer). Vaccinated employees will be required to produce one of the documents listed below to local Human Resources to verify their vaccination status. Failure to produce such documentation will result in the employee being listed as unvaccinated, regardless of their actual vaccination status. This step must be completed by close of business on Wednesday, December 15, 2021.

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The only documents that are permitted to confirm an employee's vaccination status are the following:

- a copy of the record of immunization from a health care provider or pharmacy
- a copy of the COVID-19 Vaccination Record Card (CDC Form MLS-319813_r, published on September 3, 2020)
- a copy of medical records documenting the vaccination
- a copy of immunization records from a public health or State immunization information system
- a copy of any other official documentation verifying vaccination with information on the vaccine name, date(s) of administration, and the name of health care professional or clinic site administering vaccine.

Note that these records are only valid for compliance purposes if they confirm that the employee is fully vaccinated. A single dose of one of the two-dose vaccines is not sufficient.

Exemptions

Q. If my Doctor does not advise that I get the vaccine, what proof is required?

A. A letter from your physician stating that they recommend against you getting the vaccine. The doctor will need to provide the reason and indicate how long this exemption will apply.

Q. What if I cannot get the vaccine due to religious reasons?

A. Requests for religious exemption will be reviewed on a case-by-case basis.