

COVID-19 FAQs – Potential Vaccine Mandate

Why are we doing this?

OSHA recently announced updates to standards that address the responsibility of companies with more than 100 team members as it relates to addressing workplace risks associated with COVID-19. In response to these changes and in order for the company to stay within OSHA regulations, unvaccinated team members will be required, under certain circumstances, to wear a mask on the Kimray campus starting on January 10.

Will I Lose My Job If I Am Not Vaccinated?

No, you will not lose your job. We only require you to adhere to the requirements for mask-wearing to ensure Kimray can stay in compliance with the current OSHA regulations.

Will the company provide testing kits?

Yes. Kimray will continue to provide testing kits for team members if they meet the following criteria:

- A team member is currently showing symptoms.
- Someone in the team members' household has tested positive for COVID.
- A team member is traveling for company business.

If mass testing is required, how are we going to do this?

Leadership is currently discussing the most effective way to meet these new demands without disrupting day-to-day operations. We'll provide updated communication of a time and place if we perform testing for each Kimray location.

I have recently been vaccinated. How do I provide my information to Kimray?

You are able to upload your vaccination record to a secure site via the following link <https://kimray.sharefile.com/remote/8faada5c-c9d5-4c74-ba29-26fdaab0df2e> which can also be found on the homepage of Pipeline. As team members receive their vaccination, you can upload your card at any time.

What happens to the data that I upload to the website?

The data is held by Kimray with restricted access. This data will only be shared with OSHA upon their request and in accordance with state and federal regulations.

Do I need to wear a mask all the time at Kimray if I am not vaccinated?

Per OSHA requirements, the following rules apply to mask-wearing at Kimray. A formal policy and form of acknowledgment to the company will be sent in the future.

Mandatory masking for non-vaccinated: Team members who are not fully vaccinated must wear a face mask at all times when indoors and when occupying a vehicle with another person for work purposes.

Exceptions:

- When the team member is alone in a room with floor-to-ceiling walls and a closed door (a cubicle does not qualify)
- For a limited time, while the team member is eating or drinking
- For a limited time, for identification
- When the team member is wearing a respirator or face mask
- Where the employer can show that the use of a face mask is infeasible or creates a greater hazard.

What if I have further questions?

If this FAQ does not address your questions, please contact People & Culture at (EMAIL ADDRESS), so they can address your concern.