



## **MANDATORY COVID-19 VACCINATION POLICY**

### **Purpose**

In accordance with Mt. Rose-Ski Tahoe's ("Mt. Rose" or the "Company") duty to provide and maintain a workplace that is free of known hazards, we are adopting this policy to safeguard the health of our employees, customers, and visitors. This policy will comply with all applicable laws and is based on guidance from the Centers for Disease Control and Prevention, as well as state and local health authorities, as applicable.

### **Scope**

All employees are required to receive a COVID-19 vaccination unless a reasonable accommodation is approved. Employees who fail to comply with this policy will be subject to disciplinary measures, up to and including removal from the workplace and/or termination.

### **Procedures**

Employees will be notified by the Human Resources Department as to the type of vaccination(s) covered by this policy and the timeframe(s) for administration of the vaccine(s). Mt. Rose will provide a list of locations to assist employees in receiving the vaccine on their own.

All employees will be paid for up to two hours of time taken to receive vaccinations. Employees are to work with their managers to schedule appropriate time to comply with this policy.

Before the stated deadlines to be vaccinated have expired, employees will be required to provide either proof of vaccination or an approved reasonable accommodation to be exempted from the requirements to the Human Resources department. Do not include any medical or genetic information with your proof of vaccination. Employee vaccination and accommodation information will be kept confidential.

### **Vaccination Deadlines:**

- Year-round/full-time staff must be fully vaccinated.
- Seasonal employees must be fully vaccinated by their first day of employment.
- Proof of vaccination must be on file with the Human Resources department.



### **Reasonable Accommodation**

Employees in need of an exemption from this policy due to a disability, medical reason, or a sincerely held religious belief, must contact the Human Resources Department to request an accommodation. Accommodation requests will be considered and denied or granted consistent with applicable law.

If a reasonable accommodation is requested, Mt. Rose will engage in an interactive dialogue on an individual basis to determine the precise limitations of an employee's ability to comply with this mandatory vaccination policy and explore potential reasonable accommodations that could overcome those limitations. To the extent any reasonable accommodation can be made without undue hardship or posing a direct threat to the employee or others in the workplace, an employee may be required to, among other things:

- (a) Wear a facial covering at all times while indoors and outdoors.
- (b) Follow the 6-15 rule, pursuant to which an employee may not be within 6 feet of other employees for more than 15 minutes (accumulative over a 24-hour period).
- (c) Undergo weekly COVID-19 testing at the employee's own expense and present proof of negative test results to the Human Resources Department and the employee's manager.
- (d) Take meal and rest breaks outside.

### **COVID-19 Testing**

If an employee covered by this policy is not fully vaccinated (e.g., if they are granted an exception from the mandatory vaccination requirement because the vaccine is contraindicated for them), the employee will be required to comply with this policy for testing.

Employees who report to the workplace at least once every seven days:

- (A) must be tested for COVID-19 at least once every seven days; and
- (B) must provide documentation of the most recent COVID-19 test result to the employee's manager and the Human Resources Department no later than the seventh day following the date on which the employee last provided a test result.

Any employee who does not report to the workplace during a period of seven or more days:

- (A) must be tested for COVID-19 within seven days prior to returning to the workplace; and



(B) must provide documentation of that test result to [the supervisor] upon return to the workplace.

**Employees can fulfill the weekly testing requirement by testing on Monday and providing test results by Friday of the same week.**

Mt. Rose will provide a list of locations providing COVID-19 tests, including locations that administer testing free of charge. However, test results from over-the-counter tests, tests that employees administer themselves, or results read alone by an employee, will not be accepted for purposes of complying with this policy. Employees are responsible for covering any cost associated with COVID-19 testing.

Employees required to comply with this testing policy should contact the Human Resources Department for additional information, including regarding how employees can fulfill the weekly testing requirement, where they can get tested, and the required schedule for testing.

Failure to provide documentation of a COVID-19 test result as required by this policy may result in disciplinary action, including removal from the workplace until a test result is provided and up to termination.

**Face Coverings**

All employees (vaccinated and unvaccinated) are currently required to wear face coverings when indoors in accordance with local and state mandates. If an employee covered by this policy is not fully vaccinated (e.g., if they are granted an exception from the mandatory vaccination requirement because the vaccine is contraindicated for them), Mt. Rose will require the employee to wear a face covering when indoors, outdoors, and occupying a vehicle with another person for work purposes.

Please direct any questions regarding this policy to the Human Resources Department.