



January 10, 2022

TO ALL PRIDE EMPLOYEES
re: OSHA VACCINE MANDATE

Dear Pride PHC Services Employees –

We hope this communication finds you well. As you are aware, we continue to contend with the spread of the COVID-19 (SARS-CoV-2) virus and the associated variants in our communities.

If you listen to and/or watch the news, you are also aware of very confusing and sometimes conflicting policy that is coming from our Federal and State government and officials.

Currently, the United States Supreme Court is hearing testimony on the legality and enforceability of some of these policies. As we do not know the outcome of this litigation, we must move forward with compliance, as it currently stands.

Pride PHC Services is continually updating our Policies and Procedures, in an effort to maintain compliance with these changes. As we are a company that employs more than 100 employees, we are currently required to abide by the OSHA ETS (Emergency Temporary Standard) of NOVEMBER 4, 2021, and the “VACCINE MANDATES” associated with that ETS.

We have created a link in our WEBSITE to share the PRIDE PHC SERVICES – VACCINE MANDATE – POLICY and PROCEDURE, along with other important information.

Please visit: <https://pridehhc.com/notice/>

Included in that link, you will have access to the following documents and information:

- PRIDE VACCINE MANDATE POLICY
- ATTESTATION FORM
- OSHA ETS – SUMMARY
- KEY THINGS TO KNOW ABOUT COVID-19
- VACCINE EXEMPTION FORM
- OSHA ETS – WORKERS’ RIGHTS – FACT SHEET

The end result is that PRIDE PHC SERVICES has elected a Vaccine Policy that does NOT require an employee be vaccinated. But, per the OSHA ETS, unvaccinated employees must meet other criteria in order to work. As of today, the start date of the testing requirement would be WEDNESDAY - FEBRUARY 9th, 2022.

- If you have been vaccinated, please provide a copy of your Vaccination Card to our offices. FAX – 210.949.1955, as we must maintain a copy, per OSHA ETS requirements. If you are unable to locate your vaccination card, please complete the “Attestation Form”. You may also mail this information to the address at the bottom of this letter.
- If you have an “qualifying” exemption, please complete the exemption form, and share supporting information.

If you have questions in regards to this information, please contact our offices at 210.949.1303/800.334.5157 or info@pridephc.com.

Sincerely,

PRIDE PHC SERVICES – ADMINISTRATIVE STAFF

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BECAUSE WE CARE, WE SERVE WITH PRIDE