

**PROGRAM PRODUCTIONS, INC.
COVID-19 VACCINATION POLICY
UPDATE 10 15 2022**

POLICY

Purpose: PROGRAM PRODUCTIONS, Inc. (“PPI”) re-issues this COVID-19 Vaccination Policy (“this “Policy”) with the intent of furthering the goal of reducing the presence and severity of COVID-19 cases in the workplace and thereby safeguarding the health of our employees from the hazard of COVID-19.

Scope and Application: PPI’s COVID-19 Vaccination Policy applies to all PPI employees in all jurisdictions.

While PPI employees are no longer required to be vaccinated or boosted against COVID-19, they are strongly encouraged to do so on a voluntary basis. For those individuals who are vaccinated, they are further encouraged to submit proof of vaccination (if they have not already done so), as follows:

Proof of Vaccination: Proof of vaccination status against COVID-19 should be submitted via the ProCrewz App.

- a. Employees who fail to submit proof of vaccination will be considered to be unvaccinated against COVID-19.
- b. Proof of full vaccination against COVID-19 means a copy of the employee’s COVID-19 Vaccination Record Card.
- c. The COVID-19 Vaccination Record Card must include the employee’s name, the type of vaccine administered, the date(s) of administration, and the name of the healthcare professional(s) or clinic site(s) that administered the vaccine.

Employee Notification of COVID-19 and Removal from the Workplace: PPI employees must promptly notify their PPI Crewing Manager via email when they have tested positive for COVID-19 or have been diagnosed with COVID-19 by a licensed healthcare provider.

Medical Removal from the Workplace: It is PPI’s policy to keep COVID-19 positive employees away from the workplace and potentially exposing other employees to COVID-19. PPI will immediately remove an employee from the workplace if they have received a positive COVID-19 test, have been diagnosed with COVID-19, or are displaying/experiencing symptoms consistent with COVID-19 (i.e., immediately send them home or to seek medical care, as appropriate).

Return to Work Criteria: If an employee is removed because they are COVID-19 positive, they may not return to work until the employee meets the eligibility criteria as established by current CDC guidance. Given the frequent updates provided the “then current” guidance of the CDC shall be incorporated by reference into PPI’s policy. The web following web link is applicable:

<https://www.cdc.gov/coronavirus/2019-ncov/your-health/quarantine-isolation.html>

Note: If an employee has severe COVID-19 or an immune disease, PPI will follow the guidance of, and certification by a licensed healthcare provider regarding return to work.

Confidentiality and Privacy: All medical information collected from individuals, including vaccination information, test results, and any other information obtained as a result of testing, will be treated in accordance with applicable laws and policies on confidentiality and privacy.

Requirements of Leagues, Venues, Clients: In order for PPI employees to be considered qualified and eligible to work an event, the employee must, in addition to complying with this Policy, also comply with all requirements of the involved League, Venue, Client, or others having control of the event. PPI has no control over the requirements of these other entities or over the issuance of credentials allowing access to the facilities in which events occur. COVID vaccination requirements of these other entities have changed over time, and we expect these requirements to continue to evolve as circumstances continue to develop. As such, it is possible, in some cases, that unvaccinated employees may not qualify for certain work opportunities requiring vaccination beyond the scope and control of PPI.

Questions: Please direct any questions regarding this Policy to Human Resources at hr@programproductions.com.