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Dear Fellow Employees,

We pride ourselves on being a workplace (including all of Panacea locations, client sites and partner locations) that puts the health and safety of our employees first. In the age of COVID-19, protecting employees has meant taking several measures, such as, transitioning to remote work, enforcing a mask policy, and limiting the number of employees in the physical office.

It's now increasingly clear that the best way we can protect our workplace and our employees moving forward is with COVID-19 vaccines. Vaccines have been proven to protect against serious illness from the novel coronavirus, as well as lessen the rates of transmission.

It's for all these reasons, plus the legal requirement by the Occupational Safety and Health Administration's General Duty clause to provide each worker "employment and a place of employment, which are free from recognized hazards that are causing or are likely to cause death or serious physical harm," that we are implementing a mandatory COVID-19 vaccination policy for our workplace.

We are requiring that all employees be fully vaccinated the earlier of one week after the FDA fully approves a vaccine or October 1, 2021, unless a reasonable accommodation is approved. Please email your vaccine record to [hr@panaceatech.com](mailto:hr@panaceatech.com). To assist any employee who is pregnant, who is nursing, who has a disability, or who has a medical condition that prevents them from safe vaccination, or who rejects vaccination because of sincerely held religious beliefs, we are required to consider whether a reasonable accommodation can be granted. Ultimately, the employer can decline the accommodation request if the accommodation for the employee poses an undue hardship on the company. To request such an accommodation, please provide documentary evidence to [hr@panaceatech.com](mailto:hr@panaceatech.com).

The vaccination deadline that Panacea has stated above, may be changed due to a customer's policy. If an engineer is on a project where client policy requires vaccination prior to Panacea's policy date, you will need to immediately get the vaccination or be put on leave until that can be accomplished.

All employees not in compliance with this policy will be placed on leave, first using accrued paid time off and then unpaid leave for a total period of up to four weeks or until they are in compliance

with this policy. Employees who are not in compliance after that period will have their employment terminated.

After vaccination, everyone in the workplace should continue to follow all current guidance to protect themselves and others. COVID-19 vaccines are an important tool to help stop the pandemic, but they don't mean we can stop taking all precautionary measures.

For anyone wondering about the legality of Panacea being able to enforce the policy:

*The Occupational Safety and Health Administration (OSHA) in the past has said employers have the right to mandate vaccines. Moreover, the EEOC has already issued guidance stating that COVID-19 meets the "direct threat" standard under the Americans with Disabilities Act (ADA). This classification means the EEOC believes a significant risk of substantial harm is posed by having someone with COVID-19 or its symptoms present in the workplace.*

We understand some individuals may still have questions about the COVID-19 vaccine. We recommend visiting the CDC's page [Myths and Facts About COVID-19 Vaccines](#) for more information.

Please feel free to reach out to HR with any questions you may have.

Regards



Abhijit Jog  
President