



Dear Employees, Students, Volunteers, and Contractors:

Last week, the Centers for Medicare and Medicaid Services (CMS) issued a new regulation requiring all individuals providing treatment, care or other services at hospitals receiving Medicare or Medicaid funds to be fully vaccinated. The mandate applies to any personnel, including all physicians with medical staff privileges, who may come in contact with patients or other staff members who have contact with patients regardless of the frequency of their contact or whether the contact occurs away from the facility ("Covered Staff"). The CMS regulation does not offer a testing alternative.

Effective December 5, 2021, Covered Staff must have received either the first dose of a primary series (Moderna or Pfizer) or a single dose COVID-19 vaccine (Janssen) before they may render any care, treatment or other services for the facility and/or its residents. By January 4, 2022, Covered Staff must have received the second dose of a primary series vaccine.

We do not take implementing the new regulation lightly. The facility is a CMS-certified provider and relies on Medicare funding. While we understand that some may have political objections to the new regulation, the facility must comply with it to maintain its CMS certification. Please understand this is in no way a mandate directed by RMC Senior Leadership, or the Board of Trustees. Should you disagree with the mandate you are welcome to contact your local representatives.

If you believe that you have a valid medical or religious exemption, you may apply by completing the appropriate form attached. Please note that you will need a health care provider to complete any medical exemption request. Also please note that the facility will not accept any pre-printed religious exemption request. Instead, you must describe in your own words the religious objection you have. All completed medical exemption request forms and/or religious exemption request forms must be submitted to the Direct, Human Resources for review and approved prior to December 5, 2021.

If you have special issues or circumstances you would like to discuss, please reach out to me.

Sincerely,

A handwritten signature in black ink, appearing to read "David", written over a horizontal line.

David Southerland, President & CEO