



COVID-19 Vaccine Policy FAQs

Below are some answers to questions you may have as you talk with your supervisor about the new COVID-19 Vaccine Policy (“Policy”).

Who is required to get a COVID-19 Vaccination? By when?

All employees and volunteers who wish to continue working or serving at Hilltop are required to obtain a 2-dose COVID-19 vaccine or single-dose COVID vaccine no later than October 31, 2021. Those in programs with more strict protocols will need to follow the timelines outlined in their Addendum to the Policy.

Why is Hilltop requiring this now?

As the COVID-19 virus continues to spread, Hilltop must do everything it can to protect our residents, participants, volunteers, and employees. Getting vaccinated against COVID-19 is one of the most effective ways to do this. Also, new state regulations have recently been issued requiring residential and healthcare facilities to implement vaccination requirements.

Where can I get a COVID-19 Vaccination?

We will offer onsite vaccine clinics, so stay tuned for dates and times. You may also go to your doctor’s office or one of the locations listed on the COVID-19 Vaccination Locations flyer, located on the Hilltoppers portal at hilltoppers.htop.org.

If I’ve had COVID in the past, do I need to get vaccinated?

Yes. At this time the current guidance doesn’t recognize past positive tests as providing the same level of protection as the vaccine.

Can I get a medical exemption?

You may qualify for a medical exemption for specific reasons listed in the Policy. Please review the “Request for Medical Exemption/Accommodation Related to COVID-19 Vaccine” form with your doctor, complete it, and return it to your People Ops Business Partner by 9/30/2021. They will review your request and let you know if you qualify.

What will I be required to do if I get a medical exemption?

Each program will have slightly different accommodations for those with medical exemptions. You will follow the protocol as defined in your program's Addendum to the corporate policy.

What if I don't qualify for the medical exemption I requested?

If you don't qualify for the medical exemption you will need to obtain a 2-dose COVID-19 vaccine or single-dose COVID-19 no later than October 31, 2021.

Can I get a religious exemption?

You can request an exemption by completing "Hilltop's Request for Religious Exemption Form" and return it to your People Ops Business Partner by 9/30/2021. It is important to note, Hilltop may be unable to accommodate your request due to the health and safety of our residents/participants/volunteers/coworkers, or undue hardship to the company.

Do I get paid when I go to get my vaccine? If so, how?

We plan to have vaccination clinics on site to make this easy for you. However, if you need to or want to get a vaccination at another location in Mesa/Montrose/Delta County, please talk with your supervisor to determine a time that works with your schedule. This will be considered paid time.

If I work from home, can I get an exemption?

All employees are required to be vaccinated to work at Hilltop because every employee must be able to come to any Hilltop location as needed. We also hope we will be able to safely come together again in person for events, learning, and team-building and we believe this is the best way to quickly accomplish this goal.

Is it safe to get my flu and Covid vaccines at the same time?

Yes. We are currently working with the Mesa County Health Department on a strategy to allow you to get all of your required vaccinations at one time.

Do I have to sign an attestation?

You have the right to not sign anything. That said, the attestation form is a way to communicate what you're planning to do. It also allows your supervisor to make and plan and support you in whatever choice you make.

What if I don't sign the Attestation of Intent?

By refusing to sign the attestation you are indicating that you don't intend to become vaccinated by the deadline. You're encouraged to take a few days to think about it before you make that decision. Without a signed Attestation of Intent by September 15th your supervisor will consider your lack of signature as your choosing to not comply with the requirement and may begin recruiting for your position.

Will I qualify for unemployment if I choose not to stay?

Hilltop doesn't make that decision. Eligibility for unemployment is determined by the Colorado Department of Labor and Employment. You can find more information and apply on their website at cdle.colorado.gov.

If I have been vaccinated how do I show proof?

The easiest way to show proof is to present your vaccination card to Tena (LAP), Brittany (SLO) or your People Ops Business Partner (all other programs). They can document your vaccination status. If you don't have your card, you can:

- Obtain your Electronic Medical Record documentation from your medical provider's system
- Go to <https://ciis.state.co.us/public/Application/PublicPortal> to access documentation on the CIIS for Colorado.

Will you cover me if I get ill as a result of getting the vaccine?

You will be covered under our Workers Compensation policy if you get injured or ill while working.