

COVID-19 Vaccination Mandate Employer Resource Guide

“Preparing all the time for the one time.”

COVID-19 PENDING EMPLOYER VACCINATION MANDATE Disclaimer

The information contained in this document is being provided for informational purposes only. It does not serve as, nor should it be construed as legal advice or opinion.

This guide does not serve as an endorsement by James A. Scott & Son, Inc. dba as Scott Benefit Services/Scott Insurance/Scott Risk Performance for or against COVID-19 testing, vaccinations or the pending COVID-19 Employer Vaccination Mandate which is under development by the Occupational Health and Safety Administration (OSHA).

The information contained in this document is subject to change at anytime and without notice.

Scott Benefit Services recommends employers consult their legal counsel prior to the implementation of any COVID-19 related testing services, vaccinations, business mandates, incentive programs, policies, procedures, training, regulatory requirements or other business plans not mentioned here for the purposes of business risk mitigation and liability.

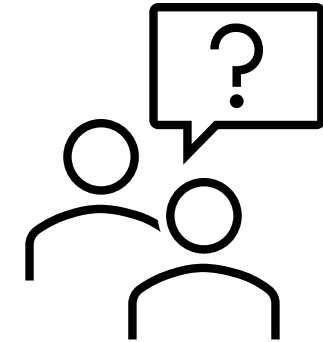
COVID-19

Federal Government Action Plan



**White House
Announcement**

Employer Action	Description	Employer Accountability	Rulemaking Accountability	Status
Vaccination Status	Ensure workforce is fully vaccinated or...	All employers w/ 100+ ee's	OSHA	White House Announced OSHA in process
Weekly COVID-19 Testing	...require any workers who remain unvaccinated to produce a negative test result on at least a weekly basis before coming to work.	All employers w/ 100+ ee's	OSHA	White House Announced OSHA in process
Vaccination PTO	Provide paid time off for the time it takes for workers to get vaccinated or to recover if they are under the weather post-vaccination.	All employers w/ 100+ ee's	OSHA	White House Announced OSHA in process



**Employer
Response?**

9/29/2021

<https://www.whitehouse.gov/covidplan/>

¹Public speaker by Charlotte Vogel from the Noun Project

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SCOTT

STRATEGIC-THINKING POINTS

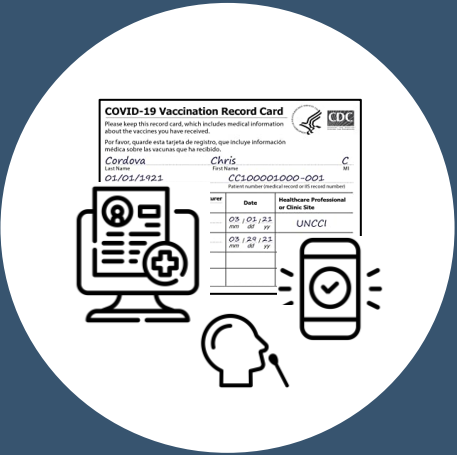
- **Organizational Preparedness Plan Thinking Points**
- **Organizational Infrastructure Thinking Points**
- **External Resource Information**
 - Testing & Vaccinations
 - Tracking and Recordkeeping

COVID-19 GOVERNMENT VACCINE MANDATE

Employer Preparedness Plan



MAKE A PLAN



BUILD A KIT



REMAIN INFORMED

Graphics provided courtesy of the Noun Project

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Embrace Risk. Reward Performance.



ORGANIZATIONAL PREPARATION

Infrastructure Thought Points

- Organizational Population COVID-19 Vaccination & Testing Profile
- Technology Support - Organization & Employees
- COVID-19 Third-Party Provider Partner(s) Testing, Vaccinations, Tracking & Recordkeeping
- Organizational Policy & Procedures
- Employee Health & Well-being Preservation & Protection

***Scott recommends your organization consult with an OSHA expert and ensure review of any policies, procedures (including recordkeeping, reporting and training) is completed by company legal counsel prior to implementation.**

COVID-19 THIRD PARTY PROVIDERS

Testing & Vaccinations

Provider Name	Testing & Vax Services									Employer Support					Employee Support			Other					Provider Contact			
	Rapid Workplace	Rapid @Home	Molecular (PCR) Workplace	Molecular @Home	Drive Thru Testing	IgG Antibody Workplace	IgG Antibody Off-site	COVID-19 Vax Workplace	COVID-19 Vax Off-site	Account Management	Eligibility File Requirements	Digital Recordkeeping	On-line reporting	Communication & Outreach	Will feed data to 3 rd Party	Vaccination Documentation Tracking Scheduling on-line	Smartphone App	E-mail	Text Messaging	Flu Shot Vax Workplace	Flu Shot Vax Off-site	Symptom Monitoring		Contact Tracing	Physician Q&A	Post EE Test
CVS Health Return Ready™	Y	Y	Y	U	Y	U	U	Y	Y	Y	U	Y	Y	U	Y	N	Y	Y	U	U	Y	Y	Y	Y	N	ON-LINE FORM Return Ready™ for workplaces CVS Health https://cvshealth.com/covid-19/return-ready
LabCorp	Y	N	Y	Y	N	Y	Y	Y	Y	Y	U	U	U	U	U	U	U	U	U	Y	Y	U	U	U	ON-LINE FORM Coronavirus Disease (COVID-19) Organizations Labcorp https://www.labcorp.com/coronavirus-disease-covid-19/organizations#contact	
Quest Back-to-Work™	Y	Y	Y	Y	Y	U	Y	N	N	Y	Y	Y	Y	Y	U	N	Y	Y	Y	Y	N	N	Y	Y	Y	ON-LINE FORM Employee COVID-19 Testing from Quest Diagnostics https://regional.questdiagnostics.com/BackToWork
Walgreens Test & Protect™	Y	Y	Y	Y	Y	U	U	Y	Y	Y	U	U	Y	Y	U	N	Y	U	U	U	Y	Y	U	U	N	TESTING PROGRAM Walgreens Test & Protect™ Healthcare Providers Walgreens E-mail testandprotect@walgreens.com VACCINATION PROGRAM Walgreens Community Outreach (wagsoutreach.com) https://wagsoutreach.com/contact-us

Additional Information:

- The above is not an exhaustive list of products and services listed for company review of testing providers; however, it is a reference starting point when discussing your Company's needs with a testing provider.
- Programs, services AND pricing are available on a company-by-company basis. Provider contacts can be completed via on-line forms or e-mail.
- Providers listed may have size limitations for certain services (including @home Testing Kits and distribution capabilities).

COVID-19 THIRD PARTY PROVIDERS

Recordkeeping

Provider Name	Planning & Implementation		Processes & Technology (Employee)						Processes & Technology (Employer)					Documentation Management					Compliance			Add-ons	
	Account Manager	EE Communication	Smartphone App	On-Line Reporting	Testing Reminders	Vax Status Tracking	COVID-19 Symptom Tracker	Temperature Tracker	Testing Result 3 rd Party File feeds	On-going testing monitoring	On-going temp & symptom monitoring	On-Line Recordkeeping	On-Line Reporting	Vax Verification (Self-report)	Vax Verification (Doc Upload)	Med Exemption Mgt.	Religious Exemption Mgt.	Testing Result Documentation	ADA Exemptions	HIPAA Record Mgt & Doc Storage	OSHA	EE Health & Well-being Programs	Incentive Credit Management
HealthJoy	Y	Y	Y	Y	N	Y	N	N	N	N	N	Y	N	Y	Y	N	N	N	N	Y	*	N	N
Wellworks for You (Orthus Health)	Y	Y	Y	Y	N	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y ¹	Y	Y	*	Y	Y	
Unum Vaccine Verifier	Y	Y	Y	Y	Y	Y	N	N	N	Y	N	Y	Y	Y	Y	Y	Y ²	Y	Y	*	N	N	
Virgin Pulse Passport	Y	Y	Y	Y	U	Y	Y	Y	U	Y	Y	Y	Y	Y	Y	N	N	Y	N	Y	*	Y	Y

Additional Information:

- Ballpark pricing for the providers listed can be found on the following slide.
- Pricing is subject to change without notice and should be regarded as general guidance.
- Contacts for Recordkeeping Providers is found on the next slide.

*OSHA Compliance - Rules specific to this mandate are pending.

¹ Testing Result Documentation can be managed if COVID-19 testing data is provided by a third-party according to file specifications.

² COVID-19 Testing results can be submitted via individual employee.

COVID-19 THIRD PARTY PROVIDERS

Recordkeeping General Pricing*

Health Joy Vaccination Add-on

Service	Fees
Core Platform	Determined by existing Health Joy Client Contract
COVID-Tracking Feature	\$.50 PEPM

Contact Scott Benefit Services Producer Team for HealthJoy contact information.

Unum Vaccine Verifier

Service	Fees
Implementation Fee	\$1500
Software Fee	\$4.00 PEPM
Expert consulting - additional expert guidance as needed	Buy-up option

Contact Scott Benefit Services Producer Team for Unum contact information.

Wellworks for You Orthus Health

Service	Fees
Set-up (One-time)	\$2,000
Program	Minimum 200- ≥500 ee's \$1.00 PEPM 501 ≥1,000 PEPM \$.75 >1,000 EE's \$.50 PEPM
Admin	Included above
Data & Reporting	\$300 per Admin user per month
Custom Reporting	Quote upon Request

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Virgin Pulse VP Passport

Service	Fees
Set-up (One-time)	Not applicable
Program	<1,000 EE's \$30,000 annually or add-on to existing VP Solutions @ \$9.00 PEPY
Admin	Not applicable
Data & Reporting	Not applicable
Custom Reporting	Quote upon Request

Kim Beyer, Regional Sales Manager <1,000 ee's.
Phone: 763-432-7594
Cell: 612-670-3649
E-mail: Kim.Beyer@virginpulse.com
OR
Dan Termale
Daniel.termale@virginpulse.com
*Note: Depending on the client HQ location, VP may require a different contact.

*Pricing provided is for convenience and informational purposes only. This pricing is subject to change at any time by the discretion of the provider. All negotiation and contractual agreements are direct between selected provider and employer.