

Re: Dynacare Vaccination Policy

October 7, 2021

To our valued clients,

Throughout the pandemic, Dynacare Insurance Solutions has consistently followed public health and safety guidance. Most recently, most Canadian provinces and their respective public health agencies have released directives mandating COVID-19 vaccines in healthcare. As a health and wellness solutions company, Dynacare will always meet or exceed these provincial requirements.

Dynacare Employees and Facilities

Dynacare has made the decision (based on express or implied Provincial directives) to mandate that any employee or service providers attending at any Dynacare facility must be **fully vaccinated by October 31, 2021**.

As of the vaccine requirement effective date (October 31, 2021), employees that are unvaccinated or partially vaccinated are not permitted to attend at any Dynacare or client facility, until they meet the full vaccination requirement:

- Full vaccination is defined as two doses of a Health Canada approved COVID-19 vaccine, plus 14 days after the second dose.
- There are no substitutions for full vaccination.

All individuals, whether at client sites or Dynacare facilities, will be required to provide proof of vaccination via a third-party administrator. Where full vaccination is required by a customer, vendor, or applicable government authority – employees will be required to carry proof of vaccination while at work.

Paramedical Exam Health Professionals

Dynacare Insurance Solutions will also require all contracted Health Professionals complete a Vaccine Declaration to confirm their vaccination status. In the event an individual chooses not to disclose their vaccine status, Dynacare will take a cautious approach in the interest of health and safety, to deem such employee as unvaccinated.

As of the vaccine requirement effective date (October 31, 2021), Health Professionals that are unvaccinated or partially vaccinated are not permitted to attend at any Dynacare or client facility, applicant home, or fixed facility, until they meet the full vaccination requirement. Full vaccination is defined as two doses of a Health Canada approved COVID-19 vaccine, plus 14 days after the second dose.

In the instance where there is no vaccinated Health Professional within a particular geography, Dynacare will provide an alternate solution wherever possible.

Health professionals will continue to be equipped with PPE (Personal Protective Equipment) including a mask, sanitizer, gloves, and an optional face shield. All applicants must continue to wear a mask for the duration of their appointment, regardless of applicable provincial regulations or vaccination status. A mask will be provided to the applicant by the Health Professional.

Dynacare will continue to monitor the impacts of COVID-19 on our paramedical exam business and inform our clients as our health and safety protocols progress.

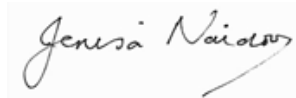
Dynacare Insurance Solutions takes pride in conducting operations with stringent health and safety requirements that have been designed to protect applicants, clients and our health professionals. As the pandemic landscape progresses, our health and safety protocols have continued to evolve accordingly.

On behalf of all of us at Dynacare Insurance Solutions, we thank you for your continued partnership and support. Should you have other questions or concerns, please contact your Account Manager.

Sincerely,



Brendon Lalonde
Vice President, Business Development,
Client Services, and Solutions



Dr. Jenisa Naidoo
Vice President, Clinical Development and Quality
Assurance and Chief Scientific Officer