



Mold-Rite Employees,

On December 18, 2021, the U.S. Court of Appeals for the Sixth Circuit dissolved the Fifth Circuit's stay of the OSHA Vaccination and Testing Emergency Temporary Standard. What this means for us is that OSHA can now once again implement this workplace health standard. As you may recall, The Department of Labor, by edict of President Biden, has been empowered to enforce a vaccination mandate through OSHA's "Emergency Temporary Standard" (ETS). The ETS mandates that any company with more than 100 employees must require their employees to get the COVID-19 vaccination or face significant penalties and fines. Employees who choose not to get vaccinated, for any reason, must wear a mask and present a negative test result to Human Resources every week at the employee's expense.

Because of the timing of this court ruling, OSHA has revised the timing for enforcement of this mandate. Beginning February 9, 2022, OSHA will issue citations for noncompliance. Therefore, as of February 9<sup>th</sup>, 2022, all unvaccinated employees will be required to provide weekly proof of negative COVID-19 test result or will be placed on unpaid leave.

Mold-Rite is subjected to comply with this mandate but will allow exemptions subject to the state law in each respective location. While there may be an additional legal challenge in the Supreme Court, the outcome of legal challenges is very much unknown at this time. Therefore, we need to continue to prepare as if the ETS will go into effect per OSHA's revised timeline outlined above.

While MRP recognizes every employee has the right to make a personal choice regarding their vaccination status, we strongly encourage each employee to get vaccinated against COVID-19 prior to February 9, 2022. To find a vaccine location near you, please visit [www.Vaccines.gov](http://www.Vaccines.gov). We have no choice but to uphold the ETS if it goes into effect and will fully enforce the mandate with our employees.

Please feel free to address questions and concerns with your manager and we appreciate your understanding and cooperation through yet another unusual circumstance.

Sincerely,

A handwritten signature in blue ink that reads "Brian Bauerbach".

Brian Bauerbach  
President and CEO