



**You're Part
of the Team**

**Let's Get the
Vaccine**



Policy Highlights

Understanding the Government Mandate

Full vaccination status is required by **December 8th** - *2 weeks must pass after completing your final dose.*

This is a **Federal Law**, *not* DOMA's policy, meaning we must comply.

All individuals (*including those who are fully vaccinated*) must **wear masks** and **socially distance** when possible in DOMA facilities.



Which Vaccine is Best?

Every vaccine that is recommended by the FDA and CDC has been thoroughly tested and found to be effective and safe. Your decision is a personal choice.



95% **Pfizer** - mRNA Technology
Effective* 2 Doses, 3 Weeks Apart



94% **Moderna** - mRNA Technology
Effective* 2 Doses, 4 Weeks Apart



70% **J&J** - Viral Vector Vaccine
Effective* 1 Dose

* At preventing infection in clinical trials
[webmd.com/vaccines/covid-19-vaccine/covid-vaccines-compared](https://www.webmd.com/vaccines/covid-19-vaccine/covid-vaccines-compared)



Last Date to Receive Your First Dose

To be Fully Vaccinated by the Required Deadline

Pfizer



Nov 3



**PAST DUE
TO MEET DEADLINE**

Moderna



Oct 27



**PAST DUE
TO MEET DEADLINE**

**Janssen
(Johnson & Johnson)**



Nov 24th



Available

How to Submit Proof of Vaccination

Must be Submitted Before December 8th

COVID-19 Vaccination Record Card

Please keep this record card, which includes medical information about the vaccines you have received.

Full Name _____

First Name _____

Date of birth _____

Patient number _____

Vaccine	Product Name/Manufacturer Lot Number	Date mm / dd / yy	Healthcare Prof. or Clinic Site
1 st Dose COVID-19	_____	mm / dd / yy	_____
2 nd Dose COVID-19	_____	mm / dd / yy	_____
Other	_____	mm / dd / yy	_____

OPTION 1:

Scan your vaccine record and email it to HR@DOMAonline.com

OPTION 2:

Bring your record in person to the HR department. Please email to coordinate a time to stop by.

** Your Records will be Kept Confidential*

FAQ 1



What if I'm not Vaccinated by Dec 8?

If you are not fully vaccinated by the deadline on December 8th you may be *suspended without pay* until you are fully vaccinated or *face termination*.

Will I be able to Collect Unemployment?

No. If you quit or are terminated for non-compliance with the federal mandate *you will not be able to receive unemployment.* This is a federal policy that DOMA has no control over.

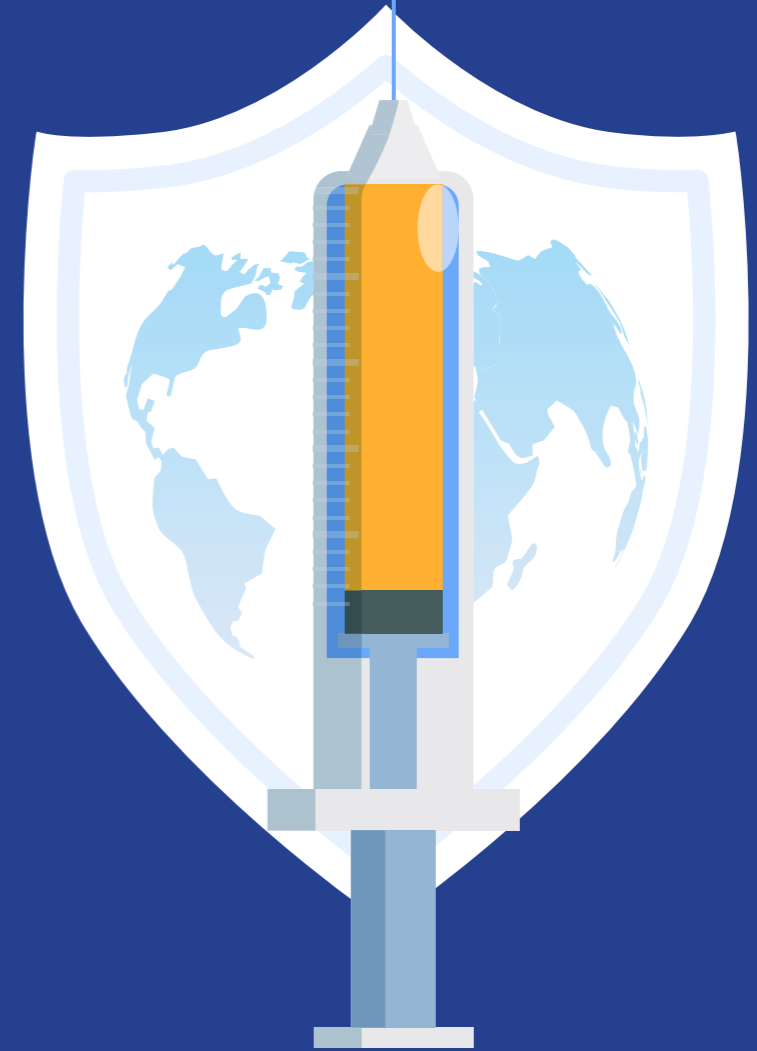


FAQ 2

Am I Eligible for an Exception?

Not likely. Exceptions are being handled on a case by case basis, but they will need to be approved by an outside legal team. Exceptions are only offered in extraordinary circumstances. Past performance, job title, tenure with the company, manager/coworker support (etc.) will not have an impact on who, if anyone, receives an exception.

FAQ 3



FAQ 4



What Will Happen if DOMA does not Comply with the Mandate?

If DOMA does not comply with the vaccination mandate our company will be barred from completing federal projects and will face legal action that could shut down the entire company and/or result in jail time for leadership.

What does new OSHA Mandate mean for DOMA?

Nothing for now*. This does not change our compliance deadline or requirements because the Federal Mandate supersedes the OSHA mandate.

- The OSHA Vaccine mandate applies to non-federal contractors *not already covered* by the Federal Mandate.
- Non-federal contractors with over 100 employees have to comply by Jan 4.
- DOMA still has to comply by Dec 8.
- If you are not vaccinated by Dec 8, you will be suspended without pay or terminated.

FAQ 5

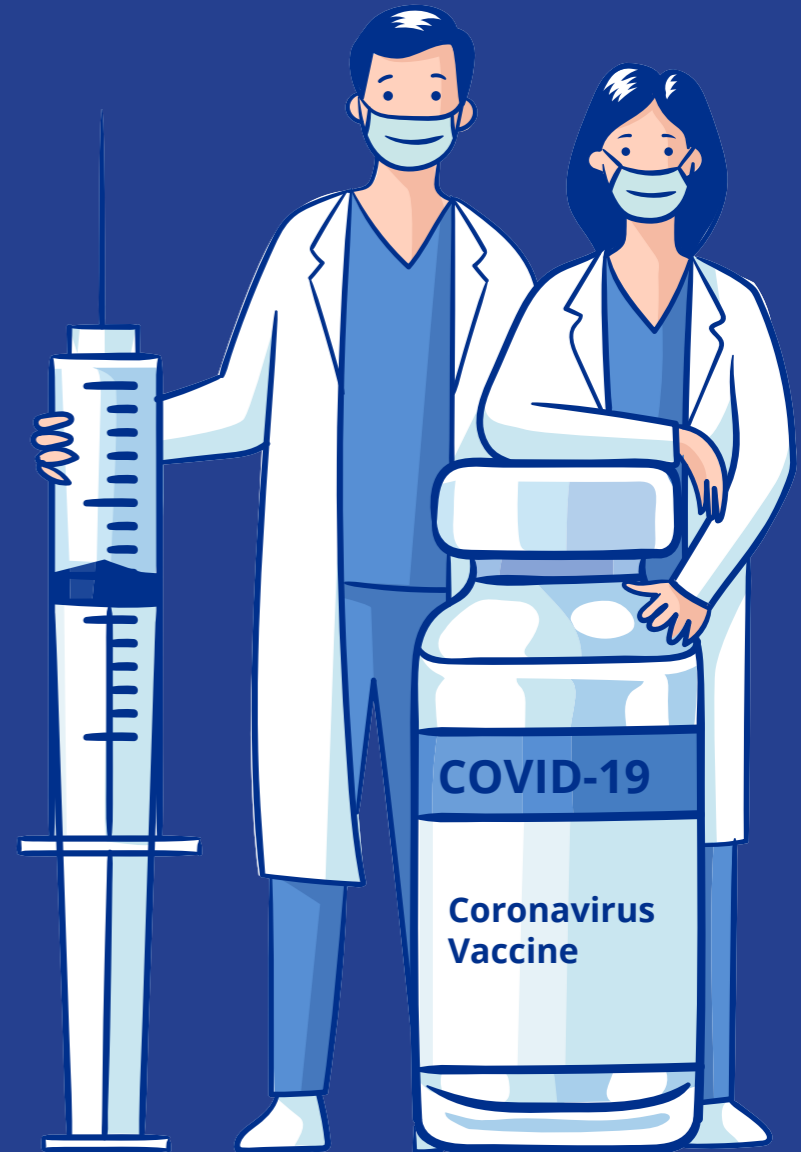


*If the compliance deadline does change we will send out a notice. However, this does not change the requirement to become vaccinated to maintain employment.

**What is our
Current Status?**

56%

**Have turned in their
vaccination cards as of **Nov 5****



Forgot to Bring in your Card?

You can download your
vaccination record online to
submit to HR:

[https://vase.vdh.virginia.gov/
vacapps/f?p=545:1](https://vase.vdh.virginia.gov/vacapps/f?p=545:1)

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Scan With
Your Phone



Where can I get a Vaccine?

Scan with your Phone
to Book an Appt. Online

Visit [Vaccines.gov](https://www.vaccines.gov) to book an
appointment at a location near you.

