



UPDATED MEMO

To: All APG Associates
From: Mark Adams, President/CEO
Nick Monico, COO
JoAnn Hopson, VP of Human Resources
Date: June 14, 2021

Subject: Mask/ Face Coverings UPDATE

Masks

Effective June 15th, APG will no longer require Associates who have been fully vaccinated and have surpassed their two-week "fully effective" period to wear masks, subject to state and local mandate.

Requirements for Vaccination Verification

Based on just recently revised guidance from OSHA, APG will be requiring vaccination verification for those Associates that wish to go maskless. **Those Associates that wish to go mask free must present a copy of their vaccination card to their HR coordinator, and email it to vaccard@adamspg.com no later than Friday, June 18.** The exception to these requirements is APG Associates working in the state of Montana. Montana prohibits employers from requiring employees to disclose their immunization status. However, APG will continue to require unvaccinated Associates in Montana to continue to wear masks.

If you are unable or unwilling to provide vaccination verification, you will be required to continue to wear a mask and social distance in all APG offices.

APG Associates who are not fully vaccinated must continue to wear masks in the workplace, including all APG facilities. Associates who are fully vaccinated and want to wear a mask are encouraged to do so.

Safety protocols still in place

All other APG safety protocols, including social distancing, single occupancy lavatories, closed break rooms (including refrigerators, water coolers, vending machines, coffee pots) hand washing and sanitization of our facilities will continue until further notice.

Visitors/Vendors

All visitors to APG facilities must continue to wear masks, and all APG Associates meeting with visitors should wear a mask. APG continues to follow OSHA guidelines and wants to provide a safe workplace for all Associates.

Mark Adams, President CEO
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JoAnn Hopson, VP of Human Resources