

MEMO

To: APG Associates

From: Mark Adams

Date: October 6, 2023

Re: APG Offering Paid Time off to get Covid-19 Vaccine

The CDC recommends everyone (6) months and older get an updated Covid-19 vaccine to protect against Covid-19 illness this fall and winter. Vaccinations remain the best protection against Covid-19- related hospitalizations and death.

APG supports the CDC recommendations and encourages associates to get a Covid-19 vaccine or updated booster to help mitigate the spread of the virus.

To support associates, APG will offer a ½ day off to get your vaccine. All you have to do is provide HR with documentation that you received the vaccine for the ½ day credit.

Remember, Covid-19 vaccines are free to participants covered by a medical plan and available at your doctors office and participating pharmacies. To find participating pharmacies, visit bluecrossblueshielddmn.com. Although pharmacies accept walk-ins we advise making an appointment on-line or by calling the pharmacy.

Additionally, APG feels accessibility to Covid-19 testing is important.

On January 30, 2023, the White House released a statement announcing the Biden Administration's intent to end the COVID Public Health Emergency (PHE) on May 11, 2023.

Although BCBS of MN is no longer required to cover the cost of Covid-19 over-the-counter test kits, Adams Publishing Group chose to ensure continuity of care for eligible participants and covers the cost of Covid-19 OTC test kits, up to (8) per participant each month for the remainder of the 2023 plan year, without passing along the charges to APG associates.

We hope the 1/2 day off to obtain a vaccine and free testing kits will keep you and your families healthy this winter. We ask that you stay home if you are not feeling well and observe the CDC recommendations for testing, isolation and return to activities.

A handwritten signature in black ink, appearing to read 'Mark Adams', is written in a cursive style.

Mark Adams