

## **VINFEN EMPLOYEE VACCINE POLICY**

All new employees, interns, and volunteers within Vinfen's Massachusetts programs will be required to be fully vaccinated (14 days beyond last shot of Pfizer or Moderna or 14 days beyond receiving a Johnson and Johnson vaccine) or have received the first shot in a two-dose vaccine (Pfizer or Moderna) with an appointment scheduled for the second dose. A 2nd dose must be received within six weeks of hire and the first shot prior to New Employee Orientation or have an approved exemption for medical or religious reasons by the first day of employment with Vinfen.