

COVID-19 Vaccine FAQ

Updated February 25, 2021

Question	Answer
What is Mercury's approach towards the COVID-19 vaccine?	<p>Mercury's primary focus is protecting the health, safety, and livelihoods of our team members. We appreciate your continuous efforts to adapt and care for one another during the ongoing COVID-19 pandemic. We also realize that many of you have worked under uncertain and often stressful conditions, and your dedication to the important work Mercury does every day has made it possible for us to continue our essential operations.</p> <p>Over the last several months we have taken preventive measures to help keep you safe. As information about the COVID-19 vaccine continues to evolve, we want to keep you accurately informed about the efficacy of the vaccine and provide timely resources to help you make an informed decision for yourself and your loved ones. We understand that this decision is both personal and critical to the health and livelihood of you and your family. As a result, we will continue to share new information with you as it becomes available.</p>
Where can I find more information about the COVID-19 vaccine?	<p>We encourage you to learn more about the COVID-19 vaccine and determine if getting vaccinated is right for you by speaking to your doctor or another trusted medical professional. We will continue to share information with you as it becomes available in order to protect the health, safety, and livelihoods of our team members. You can also find more information from the CDC, the FDA, or on our COVID-19 vaccine page on 1M. You can also access our vaccine page through our non-VPN site (ID: mercury; password: CVupdate).</p>
Will Mercury require team members to be vaccinated against COVID-19?	<p>No. Mercury has no plans to require team members to get vaccinated. We strongly encourage all team member to consider whether the vaccine is right for them based on their personal and medical situation.</p>
If I am vaccinated against COVID-19, am I exempt from weekly COVID-19 testing at my facility?	<p>No, vaccinated team members must continue COVID-19 testing for now. We plan to continue testing vaccinated team members while we evaluate the public health recommendations and research on whether vaccinated individuals may transmit COVID-19 to others.¹</p>
Do I have to wear a mask on-site after I am vaccinated?	<p>Yes. All vaccinated team members must continue to wear masks on-site. Our behavior-based safety protocols (BBS protocols) will stay in place at each facility until the surrounding area reaches herd immunity and public health experts recommend that we relax these protocols, and governments lift their mask orders.</p>

¹ **Note:** Did Dr. Zieg or a public health authority provide the information about stopping testing?

Does not contain Technical Data.

//Private and Restricted/Not_Tech_Data/US//

Question	Answer
If I am not feeling well after a COVID-19 vaccine, can I use COVID-19 sick time to recover?	Yes. Please continue to keep your manager updated.
If I have been vaccinated against COVID-19, do I still need to use Buoy and check my temperature before entering the facility?	Yes. At this time, our behavior-based safety protocols (BBS protocols) will stay in place at each facility.
If I am vaccinated against COVID-19, will I test positive for COVID-19 afterwards?	No, you should not test positive in a viral test because of a vaccine. The CDC indicates that authorized vaccines would not cause you to test positive. If your body develops an immune response to COVID-19, which is the goal of vaccination, then there is a possibility you may test positive on some antibody tests. ²
Will my insurance through Mercury cover the cost of the COVID-19 vaccination?	For U.S. employees who are enrolled in Mercury’s health insurance plan (BCBS), the vaccine is available to you at no cost. If you have other insurance, please contact them but it is expected that they too will cover the vaccine cost. For team members outside of the U.S., most countries are providing vaccines to people without the involvement of insurance providers.
I previously tested positive for COVID-19. Can I still get the vaccine?	Yes. The CDC says that you should be vaccinated regardless of whether you already had COVID-19 due to the severe health risks associated with COVID-19 and the fact that reinfection with COVID-19 is possible. If you have previously tested positive, public health authorities do recommend that you speak to your doctor before you get a vaccine to ensure that it is safe for you to get a vaccine based on your current health.
I have seen reports in social media that the COVID-19 vaccine causes infertility. Is this true?	According to the American Academy of Family Physicians, the COVID-19 vaccine has not been associated with infertility. https://sp.mrcy.com/sites/corporate/HR/Coronavirus/Shared%20Documents/Vaccine%20Resources/AAFP%20COVID19-Vaccine-FAQs.pdf
Do I need to be tested for COVID-19 before receiving the vaccine?	Public health authorities have not asked people to get tested for COVID-19 prior to being vaccinated so long as they do not have symptoms. You should consult with your public health department prior to your appointment to ensure that you follow their procedures.
What are the side effects of the COVID-19 vaccine?	Common side effects include pain and swelling on the arm, and potentially fever, chills, tiredness, headache and/or body aches. While side effects vary from person to person, the effects are mild and should subside within 24-48 hours for most people.

² Source: <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/facts.html>

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If I am vaccinated against COVID-19, can I resume normal business travel?	No. You should continue to go through our current travel approval process.
How long does immunity last after the COVID-19 vaccination?	We do not know right now. Some public health authorities believe that the immunity will last for 12 months or more.
If I am a WFH employee and I have been vaccinated against COVID-19, can I return to the officet?	No. We are maintaining our behavior-based safety protocols (BBS protocols) at each facility until 1) the surrounding area reaches herd immunity, 2) the public health experts recommend that we relax these protocols, and 3) governments lift their COVID-19 orders relating to capacity limitations and remote work requirements.
Will Mercury require visitors to our facilities to be vaccinated against COVID-19?	No. Visitors will be subject to our current testing protocols and behavior-based safety protocols.
If I have been vaccinated against COVID-19 but I later experience symptoms of COVID-19, can I come to a Mercury facility?	No. If you experience symptoms of COVID-19, you should not come to a Mercury facility. In addition, please complete the Buoy App screening processes and discuss any concerns with your manager. If symptoms persist, please contact your doctor or other health professional.
I have a complex medical situation and I am unsure about being vaccination. Who should I speak with to help me make a decision?	Speak to your primary care physician to help you make the best decision for your personal health.
Where can I learn more about the vaccines?	We encourage you to contact your healthcare provider for more information. You can also visit Mercury's COVID-19 vaccine page on 1M or the non-VPN site (password CVUpdate) to get access to our internal resources about the vaccines.
When can I register to get the vaccine?	Governments have set up vaccine websites that allow people to register for the vaccine. Please visit the public health website for your county, state, and federal government to find more information. You can also visit Mercury's COVID-19 vaccine page on the 1M site or the non-VPN site for links to many of these government websites.
If my vaccine appointment is at the same time as work, will I get paid for this time?	Yes. Mercury will allow employees to take up to 5 hours of paid time off to get vaccinated. Please use the "COVID VACCINE" code in ADP. If issues arise during your allotted time, please notify your manager to determine next steps.
If all team members in a facility are vaccinated, can we go back to the office?	No. We are maintaining our behavior-based safety protocols (BBS protocols) at each facility until 1) the surrounding area reaches herd immunity, 2) the public health experts recommend that we relax these

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	protocols and 3) governments lift their COVID-19 orders relating to capacity limitations and remote work requirements.
If I am in good health and never received a flu shot, should I get the vaccine?	Getting vaccinated is a personal choice for the well-being of yourself, your family and your community. Mercury suggests that you utilize the resources available to help you make a decision on whether the vaccine is right for you.
How can I trust the vaccine is safe based on how quickly it was pushed through and approved?	The COVID-19 vaccines have gone through the same clinical trials as a normal vaccine. The CDC, FDA, and other public health organizations have confirmed that the vaccine is safe and effective. We encourage you to learn more about the safety and effectiveness of the vaccines by contacting your healthcare provider, or reading the resources providing by the public health organizations.
When the vaccine is more readily available, will Mercury provide COVID Vaccine clinics?	At this point in time, Mercury has no plans to procure the vaccine.