

STATE DISCLOSURE NOTICE-NEW HIRE VACCINATION REQUIREMENTS

In your consideration of employment with the Company, this disclosure provides notification and disclosure to you that all applicants offered employment must be fully vaccinated prior to their new hire start date, unless a legally required exemption or restriction applies. This vaccination requirement is a condition of employment. The Company recognizes that in addition to such legal exemptions that are currently required by federal law, changes to federal law as well as certain state and local laws and regulations may provide additional rights to prospective employees in certain jurisdictions. While the Company makes no representation that the below list is an exhaustive list, following is a list of jurisdictions where additional rights for exemption to the Company's vaccine requirement for new hires may apply. Additionally, where exemptions apply, some states may require that you complete specific forms or use specific language to request an exemption. If you believe you are eligible for an exemption to the Company's vaccine requirement for new hires you may apply for an exemption by visiting:

<https://forms.office.com/Pages/ResponsePage.aspx?id=Wft223ejIEG8VFnerX05ySLKTBUS1aGrMQy2SqvLMxURVZWOEExaWkl2MzdVQVNUMzl2RkRLTIJGVS4u>.

Failure to provide valid proof of your vaccination to the Company or where required, proof that you are qualified for an exemption, may disqualify you from further consideration for employment or, if hired, may result in your termination regardless of the time elapsed before discovery.

State Specific Restrictions

ALABAMA APPLICANTS: State law provides for exemptions employees based on qualified medical reasons or sincerely held religious beliefs. See <https://vaxexemption.alabama.gov/Data/OrginalForm.pdf>

ARKANSAS APPLICANTS: State law provides for exemptions for employees undergoing weekly testing or when documentation is provided from a licensed healthcare provider that the employee has antibodies, T cell response, or proof of a positive COVID-19 test.

FLORIDA APPLICANTS: State law provides for exemptions for qualified medical reasons, religious reasons (including sincerely held moral or ethical beliefs), based on COVID-19 immunity and regular testing or based on the use of employer-provided personal protective equipment. See Florida COVID-19 Vaccination Exemption Request Forms at <http://www.floridahealth.gov/>

IOWA APPLICANTS: State law provides for exemptions for employees where attestation is provided that receiving the vaccine would be injurious to the health and well-being of the employee or an individual residing with the employee or would conflict with the tenets and practices of a religion of which the employee is an adherent or member.

KANSAS APPLICANTS: State law provides for exemptions for employees who submit a qualifying statement from a health care provider that complying with the vaccine mandate would either endanger the life or health of the employee or an individual residing with the employee or would violate a sincerely held religious belief of the employee.

MONTANA APPLICANTS: State law prohibits discrimination based on vaccine status. Employees may be required to wear a mask, irrespective of their vaccination status, and as this requirement is applicable to other employees. An exemption to the mask requirement may be requested based on sincerely held religious beliefs or disability.

NORTH DAKOTA APPLICANTS: State law provides for exemptions based upon valid proof of COVID-19 antibodies, which may be required of employees every 6 months. Exemptions may also be available based on submission to periodic testing, based on certification from licensed health care provider that immunization would endanger the life of health of an employee or based on the submission of a statement that the employee's religious, philosophical, or moral beliefs are opposed to COVID-19 immunization.

TENNESSEE APPLICANTS: State law prohibits discrimination based on vaccine status and employees may object to receiving a COVID-19 vaccine for any reason. The Company may require employees to wear masks.

TEXAS APPLICANTS: State law provides for exemptions for employees who object to vaccination for any reason of personal conscience, based on a religious belief or for medical reasons, including prior recovery from COVID-19.

UTAH APPLICANTS: Other than employees of federal contractors, state law provides for exemptions for employees who submit a statement that receiving a COVID-19 vaccine would be injurious to their health and well-being, conflict with a sincerely held religious belief, practice, or observance or conflict with a sincerely held personal belief.

WEST VIRGINIA APPLICANTS: State law provides for exemptions for employees who submit a certification signed by a licensed health care provider who has conducted an in-person examination of the employee stating that the physical condition of the employee is such that a COVID-19 immunization is contraindicated, there exists a specific precaution to the mandated vaccine, or the individual has developed COVID-19 antibodies from exposure or contraction of the virus. An exemption may also be provided if an employee provides a notarized certification that the employee has religious beliefs that prevent them from taking the COVID-19 vaccination.

YOU ACKNOWLEDGE THAT YOU HAVE READ CAREFULLY, HAD THE OPPORTUNITY TO ASK QUESTIONS ABOUT, UNDERSTAND AND VOLUNTARILY AGREE TO THE ABOVE CONDITIONS OF ANY CONDITIONAL OFFER OF EMPLOYMENT THAT ME BE OFFERED TO YOU BY THE COMPANY.

YOU AGREE, AND IT IS YOUR INTENT, TO PROCEED WITH THIS EMPLOYMENT APPLICATION. BY ELECTRONICALLY SUBMITTING YOUR APPLICATION TO THE COMPANY, YOU UNDERSTAND THAT YOUR SIGNING AND SUBMITTING THIS DOCUMENT IN THIS FASHION IS THE LEGAL EQUIVALENT OF HAVING PLACED YOUR HANDWRITTEN SIGNATURE ON THE SUBMITTED DOCUMENT.