

**COVID-19**

MEMO FROM

**DR. RICHARD MIGLIORI, CHIEF MEDICAL OFFICER**  
**PATRICIA L. LEWIS, CHIEF HUMAN RESOURCES OFFICER**

*This message is being sent to all integrated and non-integrated U.S. employees.*

Dear Colleagues,

All of us continue to witness and experience the impact of the COVID-19 delta variant in our communities, particularly among the unvaccinated. The pandemic remains a significant public health crisis despite our efforts so far. Late yesterday, [the federal government announced](#) a comprehensive national strategy to combat the COVID-19 virus that will establish new rules for mandatory vaccinations, reporting, testing, and masking requirements for all major U.S. employers. **We will comply with all federal, state, local and third-party policies and regulations. This position is consistent with our decision making during the pandemic.**

Specific rules most applicable to our workforce include:

- The Department of Labor's Occupational Safety and Health Administration (OSHA) will soon require all employers with 100 or more employees to ensure their workforce is fully vaccinated and will require any workers who remain unvaccinated to produce a negative test result on at least a weekly basis before coming to work.
- The federal government will soon require all employees of contractors that do business with the federal government to be fully vaccinated.
- The Centers for Medicare & Medicaid Services (CMS) is expected to take action to require vaccinations for workers in health care settings that receive Medicare or Medicaid reimbursement. This applies to clinical staff, individuals providing services under arrangements, volunteers, and staff who are not involved in direct patient, resident or client care.

Although detailed aspects of these policies are not yet known, we will quickly review any new rules and determine how they apply specifically to UnitedHealth Group, and may introduce new approaches of our own. We understand that you may have questions about how UnitedHealth Group's policies will be implemented, compliance deadlines, accommodations and other requirements. As more information becomes available, we will communicate as quickly as possible and provide guidance on how we will implement them across the organization.

**Now is the Time to Get Vaccinated if You Have Not**

Given the public health crisis and new rules, it is critically important to [get vaccinated](#) today if you have not done so. If you have questions or concerns about the vaccines, our [COVID-19 Employee Resources Site](#) provides many educational resources to address your questions. Our team of clinicians and experts can help answer your questions. Contact us through the resources site, and we will help connect you with an expert.

**Complete Our Mandatory Vaccination Status Survey if You Have Not Done So**

If you have not completed the mandatory vaccination survey, please do so immediately by replying to one of the messages you received previously. **Failure to respond means that you will be considered unvaccinated, and you will be expected to follow any specific guidelines we establish for unvaccinated employees consistent with the new federal guidelines.** If you have recently started your vaccination schedule, you can report your status [here](#).

We recognize there are different points of view on mandatory vaccinations. However, we believe strongly in the responsibility we have as a health care company and major U.S. employer in doing what is necessary to help ensure the health, well-being and safety of our employees and everyone we serve. Every UnitedHealth Group colleague has an important role in this shared mission. The latest information and answers to common questions can be found on the [COVID-19 Employee Resources Site](#). Thank you for your cooperation and commitment to our mission and to those we serve. Please continue to take care of yourselves and your families.

*UnitedHealth Group Confidential. Do not forward or share outside the company.*