



December 22, 2021

To: All Roper Pump Company Employees

The federal government in concert with OSHA implemented the COVID-19 Emergency Temporary Standard (ETS) for Vaccination and Testing on Nov 5, 2021.

The ETS requires employers with greater than 100 employees to establish, implement, and enforce a written mandatory vaccination/testing policy (29 CFR 1910.501(d)(1)). The policy has been on hold as various states and businesses filed suit.

On Friday, December 17, the federal courts removed the hold on the mandate and will now begin to enforce it with employers like Roper Pump.

The mandate requires employees to be fully vaccinated or to undergo weekly COVID testing as well as tracking of vaccination status. If you are not vaccinated, you may be required to get tested on a weekly basis, and Roper Pump will be required to validate that testing by OSHA rules. The cost of the test may, or may not be covered, which could leave the cost of the weekly testing solely on the employee. We understand that every employee has personal opinions about vaccinations. Unfortunately, the mandate has left the Company with no choice but to comply with the requirements and we wanted to make everyone aware of rules we are potentially facing.

The Company's ETS policy is currently under development, and if this mandate is not blocked again in the courts, we will communicate the new policy to all employees as soon as possible.

We will provide further updates on the status of the ETS policy and our plans to implement it by mid-January.

Sincerely,
DocuSigned by:

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Diane F. Edwards
President

dedwards@roperpumps.com
706.362.7074