



TESTAROSSA

WINERY

February 11, 2021

Dear Staff,

Across the country, the COVID-19 pandemic is having devastating effects. We appreciate how much you have already done to adapt during this challenging time. As you know, we have been taking preventive measures at the winery against COVID-19 for the past year to help keep you, our entire staff, your families, and our guests safe. We have worked under some uncertain and often stressful conditions, and you have helped make it possible for us to continue our essential operations. It's important that essential workers like you are vaccinated. Essential workers are at increased risk of getting COVID-19 and spreading it to others because some work-related duties must be performed on site and involve being in close contact with the public or coworkers.

Getting the COVID-19 vaccine gives you an added layer of protection against COVID-19 and could also protect your coworkers and your family. Here are some key points about COVID-19 vaccination:

- All COVID-19 vaccines available in the United States are very effective at preventing the disease.
- The most common side effects are pain in the arm where you got the shot, feeling tired, headache, body aches, chills, and fever.
- Stopping a pandemic requires using all the tools we have available—wearing masks, staying at least 6 feet from people who don't live with you, avoiding crowds and poorly ventilated spaces, washing your hands frequently, and getting vaccinated.

For more information visit: www.cdc.gov/coronavirus/2019-ncov/vaccines. Your health and safety continue to be our priority and we do not want your work schedule to interfere with your ability to get vaccinated. To ensure convenient access to vaccination, we will provide:

- **Paid Time:** Up to three hours of paid time per vaccination (max of six hours for two dose vaccines) for non-exempt staff. Exempt staff can schedule their vaccination appt. during their normal work day as well, should that provide greater convenience.
- **Thank You Gift:** A bottle of wine (Santa Rita Hills Chardonnay or Pinot Noir - your choice!) as a thank you for enhancing the safety of the workplace!

** Please consult your doctor to ensure the vaccination is right for you and to answer any other questions or concerns you may have related to COVID-19 and vaccines.*

Please provide proof of vaccination to HR to receive your paid time and thank you gift. We do not need any other personal medical information. We will continue to evaluate our policy against local, state and federal law and employer recommendations, as well as vaccine availability. Thank you again for your effort in keeping each other safe and healthy. Please contact me with any questions you may have.

Sincerely,
Melanie Dunstan
Human Resources Manager
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