



Scripps Mandatory COVID-19 Vaccination Policy

Candidate/New Hire FAQ

Effective Dec. 1, 2021, Scripps will require all employees to be fully vaccinated against COVID-19 unless approved by Scripps in writing for a medical or religious exemption. Below are FAQs for candidates for employment at Scripps:

What is Scripps' COVID-19 vaccine policy?

All Scripps employees and visitors to Scripps facilities are required to be fully vaccinated against COVID-19 except in locations where a state or local law prohibits this mandate.* Employees with a medical reason or sincerely held religious belief for not getting the vaccine can apply for an exemption through an accommodation process.

Why has Scripps adopted this policy?

From the beginning of the pandemic, Scripps has been guided by three priorities: protecting the health and well-being of our employees, serving our audiences and communities, and maintaining business continuity. We believe our best path forward is to require all Scripps employees and visitors to be vaccinated against COVID-19. We also may require staying up to date on booster shots in the future based on Food and Drug Administration (FDA), Centers for Disease Control and Prevention (CDC) and manufacturer recommendations.

How do I show proof of my COVID-19 vaccination?

New hires will be informed during the onboarding process how they can upload proof of vaccination on their start date.

If I decline the vaccination can I still work at Scripps?

No, this is a safety policy and a condition of employment at Scripps. There will be no exceptions outside of qualifying medical or religious exemptions.

Do I need to be fully vaccinated as of my start date?

Yes, effective Dec. 1, 2021, new hires will need to be fully vaccinated no later than their start date unless approved for a medical or religious exemption. Fully vaccinated means completing all doses of a COVID-19 vaccination and being at least two weeks past your final dose.

I signed an offer letter before Sept. 9, 2021. Does this policy apply to me?

Yes, all employees, regardless of offer date, are required to provide documentation supporting that they are fully vaccinated against COVID-19 or have a qualifying medical or religious exemption by Dec. 1 or their start date, whichever is later.

Will my start date be extended so that I can become fully vaccinated?

Not necessarily. We expect candidates to be fully vaccinated by the start date unless approved for a medical or religious exemption. While we may have some flexibility with start dates, a delayed start date cannot be guaranteed. We encourage candidates who wish to work for Scripps to begin the vaccination process as soon as they apply for a position at Scripps.

If I have a medical or religious reason not to be vaccinated, how do I apply for an exemption?

New hires will be informed of how to request a medical or religious exemption after accepting an offer of employment. Exemption requests can be submitted and reviewed by Scripps during the onboarding process. In considering an exemption request, Scripps may require additional documentation and may require masking, schedule changes, testing or other requirements in lieu of vaccination.

Will interviews be conducted in person?

All visitors to Scripps facilities, including candidates, must be vaccinated. Candidates who are not yet vaccinated or who have a medical or religious reason for not being vaccinated can be interviewed remotely.

Where can I find information about the efficacy and safety of the COVID-19 Vaccine?

Please review the updated CDC Guidelines on COVID-19 Vaccines.

*Montana employees/new hires are not subject to this vaccine policy due to state law.