



Date: Jul 15, 2021

Update from ValueMomentum's COVID-19 Task Force Coordinators

To ValueMomentum Associates, Clients' Task Force Representatives and Partners,

The second wave of the coronavirus epidemic in India has ebbed and there has been a significant decrease in the number of new COVID-19 cases. Thankfully, cases amongst our India Associates have also reduced substantially. One associate in India is currently under treatment and we have currently have no reported cases amongst US Associates. We wish all those affected a speedy recovery and our thoughts and prayers are with those in our ranks and in our communities who have lost loved ones.

We continue to urge India Associates to remain vigilant and to promptly avail of the "circle of care" services being made available by ValueMomentum for Associates and families. With lockdowns coming to an end in many parts of India, Associates are encouraged to remain vigilant, as experts warn of a possible resurgence.

Research continues to point to the efficacy of vaccines against the virus and also against new variants. Seeking vaccination remains the surest path to staying safe. As you are aware, ValueMomentum has made arrangements for all India Associates and members of their households to get vaccinated through an arrangement with India's leading healthcare network – Apollo Hospitals. Many of our Associates and members of their household have already availed of this facility through vaccination drives at and around our offices, and at clinics across the country. Please contact your HR partners for support with locating the facility nearest to you.

In the US, as of July 15th, over 85% of our employees are fully vaccinated. The CDC has issued guidelines that fully vaccinated people can resume activities they did prior to the pandemic. Many of our Clients have also initiated Return-To-Office preparations, with some in more advanced stages than others.

The COVID-19 Task Force is currently reviewing guidelines from CDC, other health authorities and Return-To-Office requests from Clients. While the Task Force is not yet prepared to announce Return-To-Office in the US, it is advising that all US Associates should be fully prepared to do so. To be prepared and ready for Return-To-Office, the Task Force requires our US Associates to be fully vaccinated. If you are not fully vaccinated, you are not permitted to Return-To-Office even if you are called to do so. In such a situation, please speak to HR to understand options available to you.

Current status for Return-To-Office plans are as follows:

- For Associates working out of our Client offices, specific dates will vary from Client to Client. You will be informed of these dates and guidelines by your Managers or by HR. Once you are informed by your Manager or HR to Return-To-Office, please recognize that At-Office protocols may differ from one Client facility to another. We expect you to follow local and Client issued guidelines regarding At-Office protocols. If you have concerns regarding such guidelines, please speak to HR to understand options available to you.
- Associates working out of New Jersey Headquarters and Erie Development Center may have a delay with Return-To-Office, since both the offices are being refurbished at the present time. We will keep you posted on the Return-To-Office plans for these two centers.
- Our India associates will continue to work from home. The Task Force is continuously monitoring the situation and will communicate Return-To-Office plans for India offices when it assesses it is safe to do so.



As always, do stay safe and diligently adhere to the guidelines issued by your local governments and health authorities to keep you, your family and your community [safe](#), including [guidelines](#) on what to do if you fall sick. And be sure to exercise personal [self-care!](#)

Please do not hesitate to contact your Task Force Leader with any questions or concerns you may have. Do keep checking COVID-19 [website](#) and Teams ([US](#) & [India](#)) channels regularly. You can also reach the Task Force at CTF@valuemomentum.com.

Wishing you and your families health and safety,

Gopi Gade ("GK")
Task Force Coordinator

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