



October 19, 2021

Dear Prospective Staff,

The pandemic has disrupted our lives in many unexpected ways and while we all wish we were on the other side of it, it continues to harm people's health and proven to be fatal for others. We live and work in a small, northern New Mexican town that lacks extensive resources and has unique vulnerabilities. As we approach yet another winter of uncertainty due to the pandemic, we must continue to take steps to protect the health of our staff and our community. We have learned a lot over the past year and a half and we want to continue to perform as a best-in-class covid operation through the upcoming winter if the pandemic persists. We plan to start the season conservatively, as has been our approach throughout the pandemic, and if conditions improve, we can ease up our protocols.

For staff we are moving forward with the following in preparing for our winter season:

- Staff are required to be vaccinated against the Covid-19 virus to work at Taos Ski Valley for the 21-22 winter season. If you are a current staff member and are unvaccinated, you have until November 1 to get your first vaccination shot. When you get your first vaccination, please send a picture of your vaccination card by 5pm on Monday, November 1 to [COVID@skitaos.com](mailto:COVID@skitaos.com). If you opt for a vaccine requiring a second shot, you are required to get the second shot and then update [COVID@skitaos.com](mailto:COVID@skitaos.com) with your completed vaccination card with the second dose.
- All incoming staff will need to be fully vaccinated before starting work and will need to provide proof of vaccination before their first day of work.
- All staff are required to screen in daily before working on site. Staff may screen in using the GoEvo app or by completing the screening through a device provided at work or through completing a paper copy of the questions.
- All staff are required to wear masks or face coverings while indoors on the property (per New Mexico's current Public Health Order) and must also maintain a physical distance of at least 6 feet from others when possible.
- The Staff Pledge will be updated and will need to be read and agreed to by staff working this winter. The pledge will be updated by Monday, November 1.
- Staff will be required to attend a mandatory Covid training.
- Staff will be required to undergo testing throughout the season. More details on the testing plan will be forthcoming.

Your safety is our top priority and we have a responsibility to ensure we are taking every precaution to provide you with a safe working environment. We appreciate your continued cooperation and support as we all navigate our way through this pandemic. We look forward to having a successful winter season!

With warm regards,

David Norden, CEO

**FAQs:**

1. **Why is Taos Ski Valley requiring vaccination against Covid 19 to work here this winter?**  
We believe that COVID-19 vaccination is the way to protect the health of our staff and thereby our community. This requirement also aligns with the direction of the U.S. Department of Labor's Occupational Safety and Health Administration (OSHA).
2. **If I am unvaccinated, why can't I just test weekly?**  
We believe that weekly testing does not offer the same level of protection as vaccination. We will be doing surveillance testing of staff in-season regardless as the testing gave staff peace of mind last winter and we want to continue this best practice from last season.
3. **Will accommodations be granted?**  
Requests for religious or medical accommodations will be reviewed for most departments except Patrol and SnowSports. If an accommodation is granted, weekly testing is a requirement. Please send an email to [covid@skitaos.com](mailto:covid@skitaos.com) if you would like more information regarding accommodations.
4. **Will I be paid for time off to get vaccinated?**  
Current active staff will be eligible for paid time off to receive a COVID-19 vaccination.
5. **If I work primarily remotely, do I still need to comply with the vaccine requirement?**  
Yes, remote staff are required to go on site from time to time and this will ensure they are in compliance with this new requirement.
6. **Do contractors need to be vaccinated?**  
Contractors that are part of our day-to-day operations will need to comply. For service providers that come on site periodically (repair workers, delivery workers, etc.) we will not require proof of vaccination, but they will need to comply with our COVID-safe practices of face coverings and physical distancing.
7. **What if I can't find my vaccination card?**  
Go online onto your state's Department of Health website to get your vaccination records and/or request a replacement card.
8. **If booster shots are recommended, are they a requirement to work at Taos Ski Valley this winter?**  
Booster shots may become part of this initiative as updates from CDC become available.
9. **What happens to my employment if I don't get vaccinated and don't qualify for an accommodation?**  
The vaccination is a requirement of employment at Taos Ski Valley at this time and will be cause



for separation of your employment with Taos Ski Valley.

**10. Do I have to continue daily screening if I get vaccinated?**

Yes

**11. Where do I go to make my vaccine appointment?**

Visit <https://vaccinenm.org/>. If you do not have computer access, you may use the computers in the reception area of the administrative office to make your appointment.