



December 28, 2021

The Learning Lamp & Ignite Education Solutions are closely monitoring President Biden and OSHA's Emergency Temporary Standard regarding the vaccination or test mandate for employers with more than 100 employees.

This mandate would apply to employees of The Learning Lamp and Ignite Education Solutions, should it proceed in 2022. We will be sending a survey next week to gather information on vaccination status in accordance with the January 10, 2022 deadline.

This situation is changing daily, and we are unsure if this mandate will be implemented. We must prepare as if it will be. We'll continue to keep you informed about the status of the mandate and any policy changes, as they arise. In addition, the current [COVID-19 Policy Handbook](#) is always available and will be updated accordingly.

Please direct your questions or concerns to the Human Resources Department. We appreciate your patience and cooperation. Thank you for your continued hard work!

Have a safe and happy new year!

[Previous communication documents can be accessed by clicking here.](#)

