



NorthBay Education Inc,  
11 Horseshoe Point Lane  
North East, MD 21131

October 8, 2021

Over the past 18 months, the NorthBay team have all worked tirelessly to overcome the significant challenges presented to us by the COVID-19 pandemic. We have shown incredible leadership to successfully launch the NorthBay Academy against all odds, and to restart our Guest Services program. Throughout this time, we have continuously assessed our policies and practices to ensure we are doing our utmost to protect the health and safety of the people we serve, our team members, their families, the broader community, as well as secure the continued operation of NorthBay.

We continue to evaluate all available avenues to ensure we are meeting our responsibility to our stakeholders to provide safe and impactful programming to students and guests through the ongoing pandemic. In keeping with this, we have made the carefully considered decision to implement a COVID-19 vaccine mandate for all current and future NorthBay employees.

Vaccines, combined with our operating protocols, provide us the best possible mitigation of the risks associated with COVID-19, both as individuals and as an organization. This has not been a decision easily reached and we respect that there are many differing opinions on this matter. However, based on available evidence, this approach is the best available option to us at this time to meet our responsibility to the people we serve, each other and the broader community. Furthermore, it is the most sound way for us to protect the continued and uninterrupted operation of NorthBay.

Sincerely,  
Neil Dampier  
Executive Director