

New York City COVID-19 Vaccine Mandate

Effective December 27, 2021, workers in New York City who perform in-person work must have received one dose of a COVID-19 vaccine and have 45 days to show proof of their second dose (for Pfizer or Moderna vaccines). Note, this requirement applies to associates who regularly work in New York City or who travel to New York City on business. More information is available from NYC Health [here](#).

Q: What if I'm not partially vaccinated by December 27, 2021, and my job requires me to physically report to my office or store?

A: If you are unvaccinated and do not have a pending request for an exemption, you cannot physically report to any AEO location in New York City. Please contact your Human Resources Business Partner (HRBP) immediately. Your HRBP will discuss your options with you, but you may need to be placed on an unpaid leave of absence.

Q: What if I am seeking a medical or religious exemption from the vaccine mandate?

A: If you are seeking a medical or religious exemption, you must notify the Company by December 23, 2021. Any associate who has a pending request for an accommodation should not report to a physical location until they have spoken to and received authorization from Human Resources.

If you are seeking a religious exemption, please fill out the request form [here](#).

If you are seeking a medical exemption, please fill out the request form [here](#).

Q: I have already noted my exemption request in AEO Academy or spoken to Human Resources about my request. Do I still need to fill out the request form?

A: Yes please, additional information is required based on NYC's guidance – thank you for your cooperation!

Q: How do I know if I qualify for a medical or religious exemption under NYC's mandate?

A: While AEO will make all exemption determinations, below is additional guidance issued by the New York City Commissioner of Health.

Medical Exemptions

Under New York City's mandate, there are five reasons that justify a medical exemption from the COVID-19 vaccination mandate:

Reason for Medical Exemption	Type of Exemption
You had a severe allergic reaction (for example, anaphylaxis or angioedema) after a previous dose or to a component of all three approved COVID-19 vaccines (Ingredients for Pfizer ; Moderna ; J&J).	Permanent
You have a known, diagnosed allergy to a component in all 3 approved COVID-19 vaccines (Ingredients for Pfizer ; Moderna ; J&J).	Permanent
You provide medical documentation showing that you received monoclonal antibody or a convalescent plasma treatment within the last 90 days.	Temporary
You provide medical documentation showing you recently underwent a stem cell transplant, CAR Tcell therapy, or other therapy or treatment that would temporarily interfere with the worker's ability to respond adequately to vaccination, or mount an immune response due to treatment.	Temporary
You have Pericarditis or myocarditis.	Temporary

If your reason for a medical exemption is temporary, you will be required to be vaccinated at the end of the temporary period determined by AEO.

Religious Exemptions

You may qualify for a religious exemption for the vaccine mandate if you have a sincerely-held religious, moral, or ethical belief. In accordance with New York City Guidance, to qualify for a religious exemption, you must explain or document how your belief requires you not to be

vaccinated. Depending on the nature of your religious belief, you may also be required to explain whether you have received other kinds of vaccinations, what other types of substances your religious beliefs prevents you from consuming/entering your body, and/or whether you use other medicine that were developed or tested using fetal cell derivative lines.

Q: If I am unvaccinated, can I just submit to weekly COVID-19 testing?

A: Under NYC's mandate, weekly COVID-19 testing is only available for those with an approved exemption for medical or religious reasons.

Q: I work in New York City but I don't live in New York City. Does this mandate still apply to me?

A: Yes, this mandate applies to anyone who works within New York City limits.

Q: Some of my cross-functional business partners will be traveling to New York from Pittsburgh and other AEO locations. Will this mandate apply to them?

A: Yes, this mandate also applies to any associate who does not regularly work in New York City but travels to New York City for business.