



COVID-19 Vaccine Distribution Update

Presented by Aon

Issue Date: March 9th, 2021

(Note: Aon is updating this information regularly. This update replaces all prior dated and undated versions.)

Today's Discussion

- Status of Vaccine Development—Approvals and Safety
- New COVID-19 Variants
- Vaccine Availability and Distribution—Employer Considerations
- Support for Employee Vaccinations—Employer Options
- Sources of Information
- Next Steps

Status of Vaccine Development– Approvals and Safety (as of March 3rd)

Vaccines in Development/Approval Process

Manufacturer*	Status
Pfizer-BioNTech	Authorized by FDA for emergency use
Moderna	Authorized by FDA for emergency use
Janssen (J&J)	Authorized by FDA for emergency use
AstraZeneca	Applied for EUA Approval

* Pfizer-BioNTech & Moderna are mRNA vaccines. J&J and AstraZeneca are using a non-replicating viral vector vaccine; not mRNA

All COVID-19 Vaccines Will Be Rigorously Evaluated for Safety

- mRNA vaccines are being held to the same rigorous safety standards as all other types of vaccines in the U.S.
- There are currently no licensed mRNA vaccines in the U.S. However, researchers have been studying and working with them for decades.
- Viral vector vaccines are well established and produce strong immune responses

Source:

1. <https://www.jhsph.edu/covid-19/articles/what-is-emergency-use-authorization.html>
2. <https://www.fda.gov/emergency-preparedness-and-response/mcm-legal-regulatory-and-policy-framework/emergency-use-authorization>
3. <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/different-vaccines/mrna.html>

FDA EUA vs. FDA Approval

▪ FDA EUA

- A mechanism to facilitate the availability during public health emergencies
- In an emergency, the FDA makes a product available to the public based on the best available evidence, without waiting for all the evidence that would be needed for FDA approval
- FDA must determine that the known and potential benefits outweigh the known and potential risks

▪ FDA Approval

- Data on the drug's effects reviewed by CDER (Center for Drug Evaluation Research)
- Extended data retrieval period

New COVID-19 Variants (March 8th update from CDC)

Viruses constantly change through mutation, especially RNA viruses like SARS-CoV2 / COVID-19, and new variants of a virus are expected to occur over time. Sometimes new variants emerge and disappear. Other times, new variants emerge and persist. Multiple variants of the virus that causes COVID-19 have been documented in the United States and globally during this pandemic.

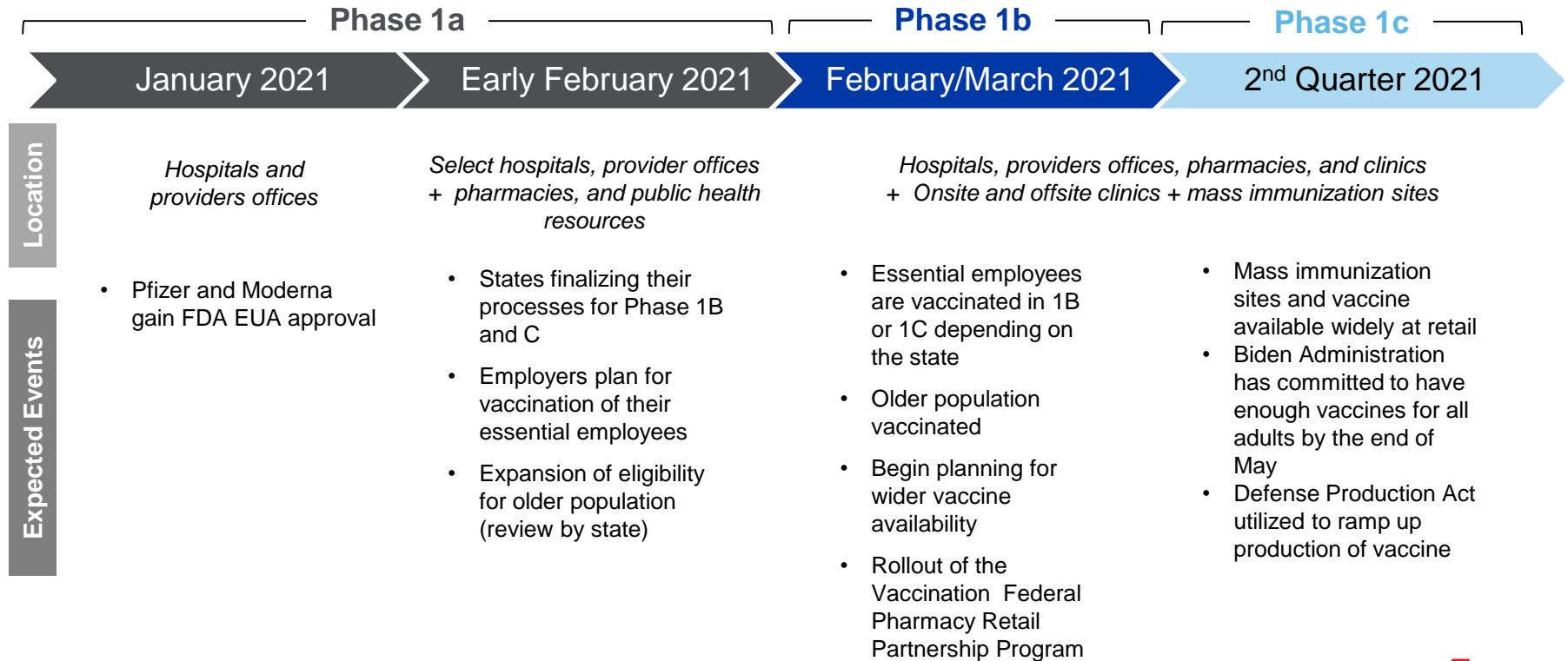
What we know

- In the United Kingdom (UK), a variant called B.1.1.7 has emerged with an unusually large number of mutations.
- This variant spreads more easily and quickly than other variants. Currently, there is no evidence that it causes more severe illness or increased risk of death.
- In South Africa, another variant called 1.351 has emerged. This variant, originally detected in early October, shares some mutations with the variant detected in the UK.
- In Brazil, a variant called P.1 emerged. This variant contains a set of additional mutations that may affect its ability to be recognized by antibodies. This variant was first detected in the US at the end of January 2021

What We Don't Know

- Scientists are working to learn more about these variants, and more studies are needed to understand:
 - How widely these new variants have spread
 - How the disease caused by these new variants differs from the disease caused by other variants that are currently circulating
 - How these variants respond to existing therapies and vaccine

Potential Six-Month U.S. Vaccine Distribution Timeline



Attention: Vaccine prioritization phases and eligibility plans can change rapidly

Vaccine Distribution Employer Considerations – Preparation

What should firms do right now to prepare?

- Build approach for communicating and facilitating workforce access to vaccination
- Inventory employees on a state-by-state basis

CDC Phase 1A <i>(current)</i>	Phase 1B <i>(some states currently)</i>	Phase 1C	Phase 2	Phase 3	As of March 8th, 2021
<ul style="list-style-type: none">• Health care personnel• Long-term care facility residents	<ul style="list-style-type: none">• Persons aged ≥75 years• Frontline essential workers (non-health care workers)	<ul style="list-style-type: none">• Persons aged 65–74 years• Persons aged 16–64 years with high-risk medical conditions• Essential workers not included in Phase 1a or 1b<ul style="list-style-type: none">• Some states have included educators and staff based on White House recommendations	<ul style="list-style-type: none">• Critical workers in high-risk settings• Moderately high-risk groups• Group home residents and staff• Staff and people in detention centers/similar facilities• All older adults	<ul style="list-style-type: none">• Young adults• Children• Workers in important functions not in Phase 1 or 2	

- Understand cost implications given vaccinations sites and coverage details
- Review state and jurisdictional requirements and [prioritization phases](#)
 - In some states/jurisdictions, employers may have to “apply” for essential worker status, in others the process may be less defined
 - In some states/jurisdictions, employees of Phase 1B and C will be required to provide proof

Attention: [Vaccine prioritization phases and eligibility plans can change rapidly](#)

Addressing Vaccination Hesitancy - Employer Options & Considerations

Educate

- What sources of information will be available?
- How will materials be updated based on emerging evidence?
- Will the education be factual only or meant to drive behavior?
- If mandate or incentive exists, communication should include availability, payment, timelines, consequences
- Expect significant difference of opinion from employees on the issue of vaccination
- Are there legal risks if available information turns out to be incorrect?
- Is this consistent with desired culture?

Incentivize

- Will require significant education to support
- Similar to an incentive for a flu vaccine
- Tax/legal considerations of incentivizing dependents vs. employees and those enrolled in the health plan vs. not enrolled
- Guidance under ADA and GINA is outstanding for wellness programs
- Reasonable accommodation may be needed
- What constitutes proof of vaccination—HIPAA issue?
- Is this consistent with desired culture?

Mandate

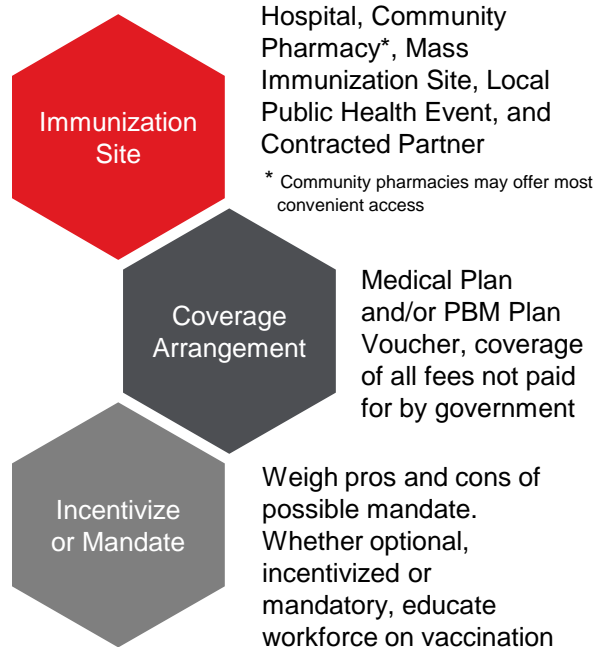
- Will require significant education to support
- Consider workplace discrimination laws
- EEOC advises the COVID vaccine is no longer a medical exam, employers must administer disability-related and religious exemptions
- What possible business liabilities exist if a negative reaction occurs?
- What constitutes proof of vaccination—HIPAA issue?
- Is this consistent with desired culture?

No Action

- Position as a personal decision for employees
- What business risks exist if some significant percentage of employees choose to not receive a vaccination?
- If employees are required to come to work, will they expect support from the employer for vaccination?
- Is this consistent with desired culture?

Decisions should be made in concert with legal counsel and adjusted as new information becomes available

Provider Delivery Considerations and Pricing – US



Who pays for the vaccine?

U.S. Government*



Vaccine Doses

Employer**



Administration of Vaccine
(\$42 for both doses)⁵



Other Costs (transport, vendor fees, etc.)

Vaccine doses purchased with U.S. taxpayer dollars will be given to the American people **at no cost**. However, vaccination providers will be able to charge an administration fee for administering the shot. Vaccine providers can get this fee reimbursed by the patient's public or private insurance company or, for uninsured patients, by the Health Resources and Services Administration's Provider Relief Fund. (per CDC 2021⁴)

*Cost of Vaccine for the foreseeable future is paid by the US Government

**Cost of Vaccine Administration

In order to administer the vaccine, a provider will need to get the vaccine to the site, store it, ensure there are licensed healthcare providers available to vaccinate, and provide necessary equipment (syringes, dry ice, PPE). The extent of this exact cost is still unclear. The insurance company, employer or government will be billed for vaccine administration. It is clear that individuals will not be charged to receive vaccination..

Source:

- <https://www.barrons.com/articles/covid-19-vaccine-makers-could-be-heroes-but-not-if-the-price-tag-is-too-high-51595623222>¹
- <https://www.cbsnews.com/news/coronavirus-vaccine-moderna-charging-more-rival-treatments/>²
- <https://scrip.pharmaintelligence.informa.com/SC141970/COVID19-Vaccine-Could-Cost-As-Little-As-10-A-Dose-Says-Janssen>³
- <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/faq.html>⁴
- <https://www.cms.gov/medicare/covid-19/medicare-covid-19-vaccine-shot-payment>⁵

Vaccine Distribution Employer Considerations – Adverse Medical Reactions

In the rare event of an adverse medical reaction to the vaccine – what recourses might be pursued?

Injury Support and Compensation

- Vaccine distribution, policies and communications can impact workers' compensation applicability.
- Some considerations:
 - Vaccine Sponsor: Are you bringing vaccinations onsite? Are you leveraging public community sites?
 - Vaccine Campaigns: What is the communication content?
 - Required or Voluntary: Will you mandate for employees?

Countermeasures Injury Compensation Program (CICP)



- In the unlikely event a serious injury stems from a covered countermeasure, persons can apply for compensation from lost wages, medical wages or death of a family member.
 - Covered countermeasure is broadly defined and includes prescription drugs or devices used to treat COVID-19
- Program run by Health and Human Services (HHS) and “vaccine court” orders claim payouts
- Workers must apply on their own
- CICP is only a payor of last resort and only after extensive review of the applicant’s case

Biden Administration – Executive Orders for COVID-19

January 21st, 2021 – Inauguration + 4 Crises (one of which is COVID-19)

1. **Mask Mandate EO:** Directs Agencies to require mask wearing and other public health practices for federal workers, in federal buildings, and on federal lands
2. **WH Structure EO:** Establishes the White House structure to combat COVID-19
3. **WHO Letter:** Reversing the Trump Administration's decision to withdraw

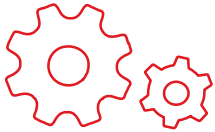
January 21st, 2021

1. **Supply Chain EO:** Direct review of COVID supply chain and lays groundwork for invoking Defense Production Act
2. **National Guard and FEMA EO:** Reimburses states up to 100% for using National Guard to combat COVID-19
3. **Safe Travel EO:** Directs agencies to implement public health measures on certain public modes of transportation (airports, aircraft, trains, public maritime vessels, intercity buses, and all forms of public transportation); directs agencies to act within 14 days to require that any person who seeks to board a flight to the U.S. from foreign country is required to provide a proof of a recent negative COVID-19 test prior to departure
4. **Global Health PPD:** Directs Agencies to strengthen efforts to combat COVID-19 globally and strengthen global pandemic preparedness
5. **Testing/Workforce EO:** Creates Pandemic Test Board and directs HHS to support states' efforts to deploy public health personnel to combat COVID-19
6. **Data EO:** Strengthens pandemic related data collection and transparency
7. **Treatment EO:** Directs actions to support research into novel COVID-19 treatment, secure an adequate supply, and promote equitable distribution

February 2021

1. **Defense Production Act** put in place to increase vaccine production and distribution

All Employers Can Do Now



Understand Your Population and Maintain Preventive Measures

- Continue to follow CDC guidelines for preventing infection in the workplace – including mask use, social distancing, screening, testing, etc.
- Inventory employees by jurisdiction (including state-by-state in U.S.)
- Build approach for communicating and supporting vaccination to workforce



Know Your Options

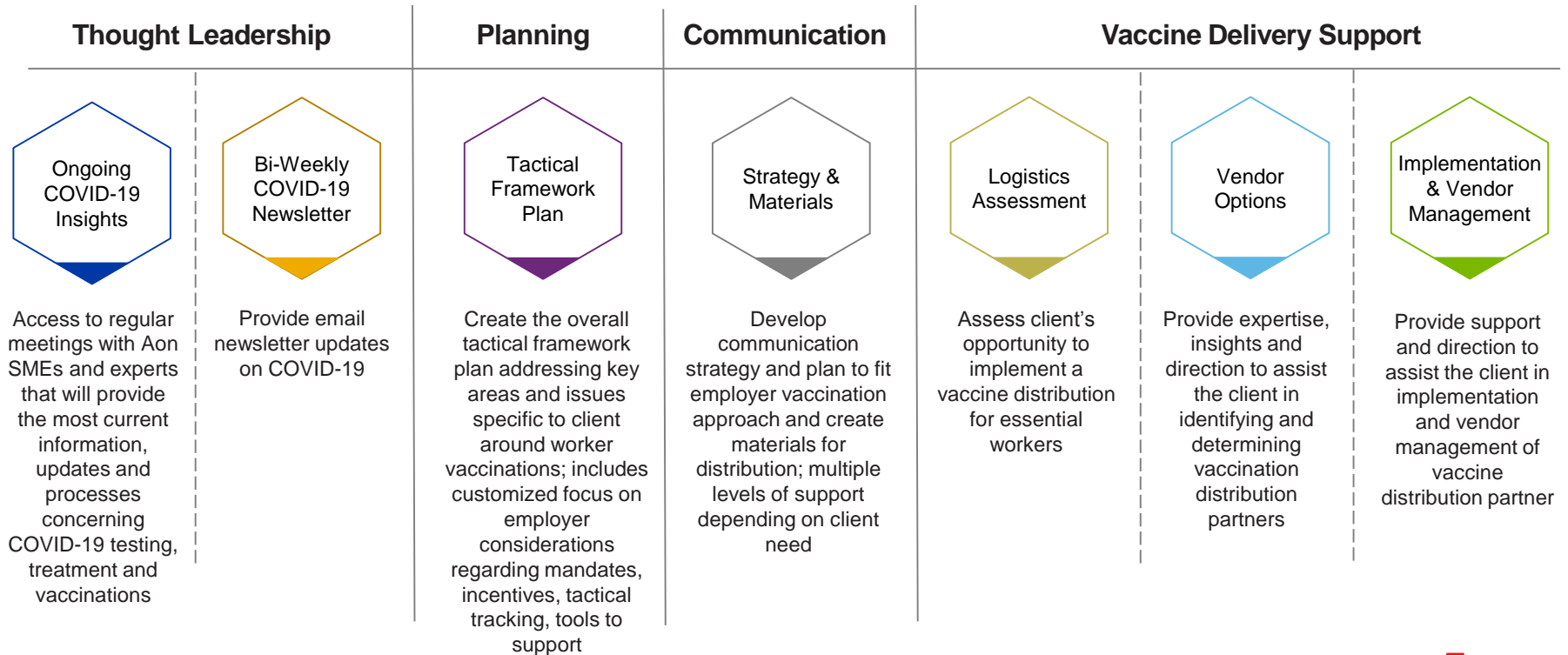
- Determine the policies and procedures around vaccination
- Understand cost implications given vaccination sites and coverage details



Review jurisdictional requirements and prioritization phases

- In some geographies, employers may have to “apply” for essential worker status; in others the process may be less defined
- In other locales, employees of Phase 1B and 1C will be required to provide proof

U.S. COVID-19 Vaccination Consulting Overview



Opportunity for Employers to Participate in Distribution – Employer Options

Aon's COVID-19 Vaccination Webinar Series for Clients

Webinar 1 on Thursday, February 4 at 2p ET – “New Dawn in COVID-19 Vaccination – Biden Administration Actions & Implications for Distribution”

The Biden Administration has taken actions on COVID-19 and the landscape is ever changing. The vaccine rollout poses employers with challenging decisions they need to make regarding structuring an employer-mandated or recommended vaccination program. What are the operational and legal impacts of these actions on employers and their employees? What are the pros and cons?

Featured Lori Goltermann, Aon CEO, US Commercial Risk & Health and Andy Slavitt, White House Senior Advisor COVID-19, as well as an Aon panel discussion.

Webinar 2 on Tuesday, Feb 23 at 2p ET – “Tactical and Logistical Planning for COVID-19 Vaccinations”

As vaccine supplies become more available to pharmacy companies and other vaccination providers, opportunities will emerge for employers to work with vendors to implement a vaccination campaign as part of a multilayered strategy to support employee vaccination. Understanding the scope of this, how this could work, the logistics framework and other considerations would be important in optimizing this kind of strategy. Learn more about Aon's COVID Vaccination consulting strategies and tools to support employer planning and implementation and listen to case studies that illustrate how these solutions can work.

Webinar 3 – Tuesday, March 9 at 2p ET – “Managing a Partially Vaccinated Workforce”

On the heels of the Biden Administration's action on COVID-19, corporate leaders are asking, "How do we manage a partially vaccinated workforce?". This third installment in Aon's COVID-19 Vaccination webinar series will address recent COVID-19 clinical developments including perspectives on building immunity through vaccinations and will focus on challenges and opportunities of a partially vaccinated "hybrid" workforce. Aon panelists will provide insight on Employment Practices Liability considerations, the latest CDC and OSHA guidance and they will explore strategies that organizations with on-site workforces can leverage on their future of work journey.

Upcoming installments:

Webinar 4 – Tuesday, March 30 at 2p ET – “Looking Ahead to Travel and Convening”

Webinar 5 – Tuesday, April 13 at 2p ET – “COVID-19 Learnings and Impact on Future of Work”

Note: Links to FAQs document and recordings of prior webinars in this series are available at www.aon.com/coronavirus.

Sources of Information

Topics from CDC website (February 19th, 2021)

1. [The CDC Website](#)
2. [State and Local Government Vaccine Distribution Plans](#)
3. Aon FAQ Document
4. [CDC Interim Playbook for States](#)

Vaccine Information for You and Your Family

8 Things to Know about the U.S. COVID-19 Vaccination Program >

Different COVID-19 Vaccines >

When Vaccine Supply is Limited, Who Gets Vaccinated First? >

Ensuring Safety of COVID-19 Vaccines >

What to Expect at Your COVID-19 Vaccination Visit >

Ensuring COVID-19 Vaccines Work >

Frequently Asked Questions about COVID-19 Vaccination >

Benefits of Getting a COVID-19 Vaccine >



For Healthcare Professionals

Resources for the planning, allocation, distribution, administration, storage & handling, patient education, and more for COVID-19 vaccine.

[Vaccine Information for Healthcare Professionals](#)

Source: <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/index.html>

Next Steps

- Confirm preferred employer approach to supporting employee vaccinations
 - Determine business preference regarding education, incentives and/or mandates
 - Consult with legal counsel
 - Build administration and communication action plans accordingly
- Take action to support access to vaccine (business classification permitting):
 - Classify employee populations based on roles consistent with state definitions of “essential workers”
 - Focus on states with populations of “essential workers”, and establish connections with the state health departments—most often facilitated via existing state public relations resources
 - Confirm availability/access for each group of the population
- Contact your Aon team or send us a message if you would like to know more about how Aon might assist you in developing or executing your workforce vaccination plan

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