

OVERVIEW

Meteorite is a social impact communications firm that powers the Health Action Alliance. Meteorite strongly promoted COVID-19 vaccines to other employers via Health Action Alliance resources and events before requiring vaccination for its own workers in November 2021. Today, **100% of Meteorite's employees are vaccinated**, and the organization has reported **no employee deaths or transmissions** in the workplace since the requirement went into effect. Its decision to require vaccinations and subsequent actions contributing to the success of that requirement has made **Meteorite a leader in COVID-19 workplace safety**.

"It's important we provide the time our folks need to be their healthiest selves—physically and mentally—so that's baked into our policy. And it's especially important when you think about where we are in the pandemic and the future of work."

—STEPHEN MASSEY, CO-FOUNDER

Meteorite implemented and maintains a "hard" vaccine requirement for all full-time and part-time employees, as well as consultants and contractors who come into physical contact with any company employees, contractors or clients no matter the duration.

**Hard Vaccine Requirement—
Best for In-Person Workforce**

RESULTS AND IMPACT



Meteorite quickly achieved **100% vaccination** after implementing the requirement.



Zero COVID-19 transmissions in the workplace.

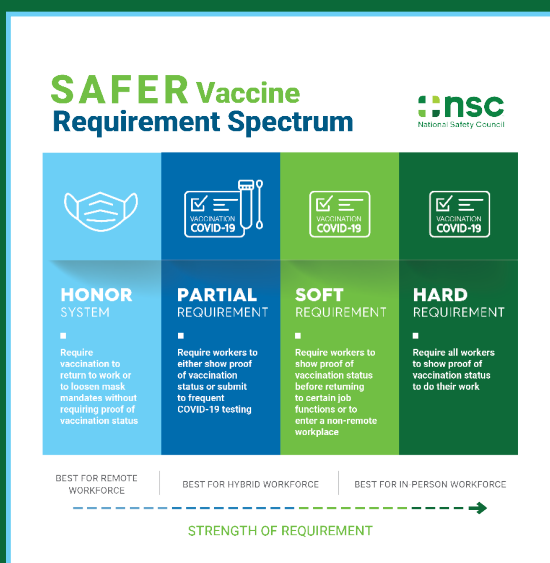


Zero employee deaths from COVID-19.

APPROACH

Meteorite took a multi-tiered approach to vaccine education and additional physical and mental safety countermeasures, including:

- **Providing factual information** about efficacy and safety of the vaccine from the time vaccines became available in early 2021.
- **Receiving input from workers** about vaccines and a requirement policy. The company held space for open conversations about vaccine requirements during staff meetings and reached out to its workers about any issues they might have related to access to getting the vaccine.
- **Encouraging workers to get vaccinated** and providing paid time off for staff to get themselves or eligible children vaccinated.
- **Strengthening their workplace mental health support** to meet the challenges posed by burnout, stress and fatigue, which the pandemic has amplified.



* This case study reflects information obtained at the time of interview.