

**TRAINING PROGRAM AFFILIATION AGREEMENT
(Banner Health Agreement Number 0101-03-120253)**

THIS TRAINING PROGRAM AFFILIATION AGREEMENT (this “Agreement”) is entered into as of the later of the signature dates set forth below (the “Effective Date”), by and between the Chandler Fire Department (“Vendor”) and Banner Health, an Arizona nonprofit corporation (“Banner”).

RECITALS:

- A. Vendor wishes to procure health-care related training opportunities and clinical experiences (each, a “Rotation” and, collectively, the “Rotations”) for qualified EMT employees of Vendor (each, a “Participant” and, collectively, the “Participants”).
- B. Banner operates hospitals, physician clinics, and other health care facilities in Arizona (each, a “Facility” and, collectively, the “Facilities”).
- C. Banner wishes to cooperate with Vendor in the provision of Rotations at its Facilities.
- D. The Rotations will be of mutual interest to Vendor and Banner.
- E. Vendor and Banner wish to enter into this Agreement to set forth the terms and conditions of the Rotations.

NOW THEREFORE, in consideration of the mutual covenants and promises contained herein, the parties hereby agree as follows:

- 1. Term and Termination. The term of this Agreement shall begin on the Effective Date and shall continue for a period of six years, unless sooner terminated in accordance with the terms hereof. This Agreement may be terminated by either party at any time without cause by giving the other party at least 30 days prior written notice. In the event of a material breach of any provision of this Agreement, the aggrieved party may terminate if the breaching party fails to cure the breach within 15 days of the aggrieved party’s written notice. The parties acknowledge that this Agreement is subject to cancellation by the Agency under the provisions of Section 38-511, Arizona Revised Statutes (A.R.S.).
- 2. Vendor’s Obligations.
 - A. Program Director. Vendor will provide a supervisory staff member (the “Program Director”) whose responsibilities will include: (1) coordinating the educational components and scheduling of the Rotations; (2) making arrangements for the adequate orientation of Participants to the Rotations, the applicable Facility, Banner policies, and the proper channels of communication; (3) facilitating the exchange of necessary information between Vendor staff and Banner staff; (4) communicating changes in Banner policies and programs to Participants; (5) communicating educational standards and requirements applicable to the Rotations to Participants and Banner staff; (6) notifying Banner of any incidents Vendor becomes aware of which could affect a Participant or a Rotation, such as a license-related issue; (7) acknowledging and addressing any Rotation-related incidents reported to Vendor by Banner, such as unprofessional behavior of a Participant; and (8) ensuring that any Vendor staff participating in a Rotation completes an orientation at the applicable Facility.

- B. Participants. Vendor will be responsible for the creation, maintenance, and storage of each Participant's clinical training record. Vendor will only refer those employees for a Rotation who are qualified and in good standing with Vendor. Vendor is required to submit, or cause to be submitted, verification of good standing upon request.
- C. Records of Didactic Training. Vendor will be responsible for providing each Participant with equipment training prior to a Rotation. Vendor must supply proof of a Participant's equipment training completion upon request.
- D. Confidentiality and Nondisclosure. Vendor acknowledges that Vendor and the Participants may have access to confidential and proprietary information of Banner (the "Proprietary Material") through their participation in the Rotations. Vendor and the Participants will keep confidential all Proprietary Material by exercising the same degree of care toward such material as Vendor does with respect to its own confidential and proprietary information of like importance, but, in any case, using no less than a reasonable degree of care. Neither Vendor nor any Participant will disclose, distribute, publish, transmit, transfer or disassemble the Proprietary Material or use the Proprietary Material for the benefit of Vendor, any Participant or any other party, except in furtherance of their respective obligations under this Agreement. Vendor will limit access to the Proprietary Material to only those individuals who need to know such information for carrying out Vendor's obligations hereunder. Vendor will ensure that its personnel, agents, consultants and representatives who are given access to the Proprietary Material will be bound by and comply with the terms of this Agreement. The nondisclosure provisions of this Agreement will be in effect during the term of this Agreement and will survive termination, and the duty of Vendor and the Participants to hold the Proprietary Material in confidence will remain in effect until the Proprietary Material no longer qualifies as confidential information or a trade secret under applicable law. For purposes hereof, the Proprietary Material includes, but is not limited to, documents, records, reports, data, patient health information, demographic information, plans, concepts, ideas, processes, procedures, policies, designs, discoveries, inventions, marketing plans, methodologies, specifications, and other business information relating to Banner's business, assets, operations or contracts, regardless of whether such information has been expressly designated as confidential or proprietary. The Proprietary Material may be provided in written, oral, electronic or other form. The Proprietary Material will not include any information that (a) is now or becomes generally known or available to the public through no fault of Vendor; (b) was known by Vendor before receipt from Banner without any obligation of confidentiality; (c) is rightfully obtained by Vendor from a third party without breach of any obligation to the disclosing party; or (d) is independently developed by Vendor without use of or reference to any of the Proprietary Material.
- E. Liability Insurance.
- i. Professional Liability Insurance. Vendor will secure and maintain professional liability coverage for Vendor and the Participants with limits of \$1,000,000.00 per claim and \$3,000,000.00 in the annual aggregate. Upon request, Vendor will provide Banner with a certificate of insurance confirming such coverage and will provide Banner with 30 days' advance written notice of cancellation or substantial change in such coverage.
- ii. General Liability Insurance. Vendor will secure and maintain comprehensive

general liability coverage, including blanket contractual liability, with limits of liability of \$1,000,000.00 per claim and \$2,000,000.00 in the annual aggregate, and workers' compensation insurance as required by law. Vendor will provide Banner with a certificate of insurance confirming such coverage upon request. Vendor will maintain such coverage throughout the term of this Agreement and will provide Banner with 30 days' advance written notice of cancellation or substantial change in such coverage.

- F. Health Standards. Banner has implemented health standards for all individuals providing services within a Facility. Prior to any of the Participants or Vendor staff participating in a Rotation, Vendor will ensure their compliance with such standards, which may include, but are not limited to, drug screening, annual influenza immunizations, and Measles, Mumps, and Rubella (MMR), Varicella, and Tuberculosis (TB) health standards, by the annual deadlines established by Banner or have a valid medical or religious exemption. Vendor will provide proof of such tests upon request and will maintain proof of such exemptions (as applicable) and provide such proof to Banner upon request. Banner's current health standard requirements are on Exhibit A, attached hereto and incorporated by reference. In addition, Vendor will ensure that all Participants and Vendor personnel entering a Facility are in full compliance with masking and other policies and procedures of Banner designed to minimize or prevent the spread of infection. Failure by Vendor to comply with this requirement will be grounds for immediate termination of this Agreement.
- G. Drug Screening. Vendor will notify all Participants of Banner's policy regarding "for cause" drug screening. While participating in a Rotation, the Participants must, if requested by Banner, submit to "for cause" drug screening in a similar manner and under policies similar to those affecting employees of Banner. The results of the drug screening may be disclosed in the event of a claim against Banner arising out of the acts of the Participant. Prior to a Rotation, Vendor will cause each Participant to: (a) agree in writing that Banner may, at any time, require a "for cause" drug screen; (b) execute a consent for release of the results of the drug screening information to Banner; and (c) acknowledge that the Participant may be precluded from participating in the Rotation if a request for a "for cause" drug screening is declined or if the Participant does not execute a consent for release.
- H. Electronic Medical Record Training. The Participants may be required to complete electronic medical record training on or before the first day of a Rotation. Vendor will provide specific information to enable Banner to enroll each Participant in the Banner electronic medical record system(s).
- I. Banner's Ethics and Compliance Requirements. Banner has implemented a corporate compliance program to ensure compliance with federal, state, and local laws and regulations. Upon request, Vendor will provide an attestation stating that those Participants, employees and agents who, in Vendor's discretion, are responsible for providing or directing patient care items or services or billing or coding functions on behalf of Banner have received, on an annual basis, compliance training on Banner's compliance program, Banner's Corporate Integrity Agreement, and applicable federal health care program requirements, including the requirements of the Anti-Kickback statute and the Stark law.
- J. Participant Obligations. Vendor will be responsible for advising the Participants of, and

ensuring Participant compliance with, their obligations under this Agreement, and all obligations to patients in the clinical education process, which will include but not be limited to:

- i. Complying with the administrative policies, standards, practices, parking rules and all other regulations in effect at the applicable Facility;
- ii. Wearing clean and appropriate clothing (no jeans, shorts, sleeveless shirts, false nails, or facial jewelry), and shoes that are enclosed;
- iii. Reporting to the applicable Facility on time;
- iv. Conforming to the standards and practices established by Vendor while rotating at a Facility, to the extent that those standards and practices do not conflict with those of Banner;
- v. Complying with current Banner identification badge requirements;
- vi. Not accessing the Facility's physician parking area or physician lounge; and
- vii. Completing a Banner orientation, which may include online lessons further describing Banner's policies and procedures.

K. Housing and Transportation. Provisions for Participant housing and transportation will be the responsibility of the Participant or Vendor.

L. Evaluation of Banner. Vendor will ensure that each Participant and the Program Director (or an authorized designee) complete a Banner evaluation of each Rotation. Banner will make an evaluation form available to each Participant and to Vendor.

3. Banner's Obligations.

A. Patient Care Standards. Banner will be responsible for the quality and provision of clinical services to all of its patients, including those patients treated during a Rotation.

B. Site Coordinator. Banner will provide a Banner staff member with sufficient educational background and experience to assist in the organization and management of each Rotation (the "Site Coordinator"). The Site Coordinator will be responsible for managing and overseeing the obligations and duties described in this Agreement and will act as a liaison between the Vendor and the Facility.

C. Oversight Responsibility. Banner is responsible for the supervision of Participants assigned to a Rotation under this Agreement. Neither Vendor nor the Participants are responsible for the individual care of Banner's patients, and individual patient care is not covered, supervised, or paid for by Vendor or its staff. Vendor does not derive direct revenue from patient care activity at the Facilities. Participants will not have implied, presumptive or apparent authority or independent health care responsibilities for Banner's patients and are not to be considered as ostensible agents, independent health care providers, patient advocates, employees or agents of Banner Health, or individuals practicing in an extended role while providing health care under the terms of this Agreement.

- D. Inspection for Accreditation. Banner will, upon reasonable request, permit the inspection of a Facility, its records and other items pertaining to a Rotation, by Vendor or its accrediting agencies.
- E. Facility Access. Participants will have access to the designated areas and service departments of the Facility during periods of actual instruction or preparation and practice courses in the clinical areas. Except as provided herein, access of Participants will be restricted to teaching areas, laboratories, library, dining facilities, medical records, office and other designated areas provided by Banner.
- F. Insurance.
 - i. General Liability Insurance. Banner will secure and maintain comprehensive general liability coverage, including blanket contractual liability, with limits of liability of \$1,000,000.00 per claim and \$2,000,000.00 in the annual aggregate, and workers' compensation insurance as required by law. The parties agree that Banner may choose to self-insure such coverage. Banner will provide Vendor with a certificate of insurance or self-insurance letter confirming such coverage upon request. Banner will maintain such coverage throughout the term of this Agreement and will provide Vendor with 30 days' advance written notice of cancellation or substantial change in such coverage.
 - ii. Professional Liability Insurance. Banner will secure and maintain professional liability coverage with limits of \$1,000,000.00 per claim and \$3,000,000.00 in the annual aggregate. The parties agree that Banner may choose to self-insure such coverage. Upon request, Banner will provide Vendor with a certificate of insurance or self-insurance letter confirming such coverage and will provide Vendor with 30 days' advance written notice of cancellation or substantial change in such coverage.
- G. Program Planning. Banner will provide each Participant with a planned program of hands-on experience, consistent with the educational objectives established by the Vendor for the Rotation.
- H. Orientation. All Participants are required to attend a Banner orientation. Banner will provide each Participant with access to pertinent rules and regulations, including applicable confidentiality rules and regulations and procedures regarding patient health information.
- I. Evaluation of Participant Performance. Banner will participate in the evaluation of each Participant's performance upon completion of a Rotation as requested by Vendor. Vendor will provide applicable evaluation forms to Banner.
- J. Billing and Collection. Banner will be solely responsible for billing for the professional services rendered by Banner and will have the exclusive right to collections therefrom.

4. General Provisions.

- A. Independent Contractor Status. Vendor is an independent contractor to Banner. Neither Vendor nor any Participant is deemed an employee of Banner. Nothing in this Agreement creates an employer-employee relationship, partnership, franchise, joint venture or agency relationship between the parties, and Vendor will not represent to any third party that any such relationship exists. Vendor has and will retain the right to exercise full control over the employment, direction, compensation and discharge of the Participants. Vendor will be solely responsible for the payment of all social security, self-employment, federal, state and local income taxes, disability insurance, workers' compensation insurance, fees, licenses and any other statutory benefits provided to the Participants. Vendor will hold Banner harmless for Vendor's failure to comply with any of its obligations under this Section 4(A).
- B. Cost of Rotations. Each party will pay all of its own costs associated with its participation in the Rotations.
- C. Scheduling. Rotations will be scheduled as mutually agreed upon by Banner and Vendor and in accordance with the educational goals and objectives of Vendor. Banner may, in its sole discretion, limit the number of Participants in any Rotation, decline to schedule a Rotation, and designate or change the patients, patient groups, and clinical areas to be included in a Rotation. Vendor and Participants will comply with all such designations, restrictions and limitations imposed by Banner.
- D. Indemnification. To the extent permitted by applicable law, and without waiving any rights under any applicable state governmental immunity statute, each party will indemnify, defend and hold harmless the other party for, from and against all actions, liabilities, losses, damages, claims and demands whatsoever, including costs, expenses and attorneys' fees resulting from, or claimed to have resulted from, any intentional or negligent acts or omissions of the indemnifying party or its employees or agents engaged in the work under this Agreement at the time of the event or occurrence upon which such actions, claims or demands are based. Where both parties, including their respective employees or agents, participated in the liability causing event, each party will contribute to the common liability a pro rata share based upon its relative degree of fault.
- E. Scope of Rotation Experience. Vendor will provide the Site Coordinator with a current copy of the applicable educational objectives for each Rotation. Vendor will supply such materials and Participant names no less than 14 working days prior to commencement of a Rotation. Banner may, in its reasonable discretion, restrict the activities during the Rotation, and will only be obligated to allow Participants to perform those activities associated with the Rotations that have been agreed upon by Banner and Vendor.
- F. Request for Withdrawal of Unsatisfactory Participants. At any time during the term of this Agreement, Banner may request that Vendor withdraw from a Rotation any Participant whose (i) conduct adversely affects or in any way prevents desirable relationships within Banner, (ii) whose health status is a detriment to the successful completion of the Rotation or to the welfare of patients, or (iii) whose performance, after appropriate instruction and counseling, continues to fall below the level required to maintain practice standards. In the case of such a request, Vendor will immediately withdraw the Participant from the Rotation. However, Banner, in its sole discretion, may take independent corrective action, including summary removal of any Participant whose behavior or conduct is an immediate threat to the health and well-being of Banner or its patients. In that event, Banner will

notify Vendor immediately thereafter.

- G. Applicable Standards. Both parties will comply with all standards applicable to the Rotations, as such standards may be amended from time to time, including, but not limited to, the following: (i) the standards of The Joint Commission and other accreditation agencies; (ii) federal, state and local government laws, rules and regulations; and (iii) third party payor standards and requirements.
- H. OSHA Guidelines and Training. Vendor will comply with the Occupational Safety and Health Act ("OSHA") bloodborne pathogen regulations and agrees to provide comprehensive infection control training to all Participants that would be at risk for exposure to bloodborne pathogens. The training shall include instruction on bloodborne pathogens and OSHA bloodborne pathogen regulations, standard precautions, tuberculosis, tuberculosis prevention and control measures, and appropriate use of personal protective equipment. No Participant will be allowed exposure to patients with known tuberculosis during the Rotation. If the Rotation requirements include access and experience with patients in isolated rooms due to an airborne infectious disease, Vendor must provide or ensure that the Participant has obtained a respiratory mask-fit testing as required by OSHA.

Upon report of occupational exposure to blood or bodily fluids by a Participant during a Rotation, Banner agrees to provide post-exposure evaluation, source patient testing, and initial prophylactic treatment according to the most recent Center for Disease Control guidelines. Banner shall not provide HIV or Hepatitis B follow-up. The exposed Participant shall be responsible for follow up with his/her own physician or other medical personnel. Banner shall not be responsible for payment of any prophylactic treatment or any additional follow up care, care from other providers, or care provided beyond the first week following the exposure.

- I. Health Insurance Portability and Accountability Act (HIPAA) Compliance. Vendor will direct all Participants to comply with the policies and procedures of Banner, including those governing the use and disclosure of individually identifiable health information under federal law, specifically 45 CFR parts 160 and 164. Solely for the purpose of defining the Participants' role in relation to the use and disclosure of Banner's protected health information, the Participants are defined as members of Banner's workforce, as that term is defined by 45 CFR 160.103, when engaged in activities pursuant to this Agreement. However, the Participants are not and will not be considered to be employees of Banner. Prior to beginning a Rotation, each Participant may be required to sign a confidentiality agreement.
- J. Family Educational Rights and Privacy Act. Both parties recognize that they are bound to comply with the Family Educational Rights and Privacy Act (Buckley Amendment) in the handling of Participant educational records. Both parties will allow employees and agents of the other party access to the educational records maintained by the other party in properly as necessary for administering their duties and obligations under this Agreement and to the individual Participants. It is also agreed that each party will thoroughly orient their employees and agents of their obligations under the Family Educational Right and Privacy Act and will maintain their practices in strict accordance with the requirements of said Act. Each party will not be permitted to authorize any further disclosure of Participant educational records owned by the other party to persons or entities not a party to this Agreement without first having received permission of the owning party and having

obtained assurances that the outside party has fully complied with the provisions of the Family Educational Rights and Privacy Act. Any permitted disclosure to persons or entities not a party to this Agreement will be under the conditions that no further disclosure by such parties will be permitted.

- K. No Federal Exclusion or Preclusion. Vendor hereby states that, to the best of its knowledge, neither Vendor nor any Participant, officer, director, or trustee of Vendor, nor any immediate family or household member (as that term is defined by Public Law 105-33, §4303) of such officer, director, or trustee, nor any employee responsible for the performance of the obligations of Vendor hereunder (each a “Relevant Party”) has been placed on the sanctions list issued by the Office of the Inspector General of the Department of Health and Human Services pursuant to provisions of 42 U.S.C. §1320a.7 or been excluded from government contracts by the General Services Administration (GSA), and that no such action is pending. If, during the term of this Agreement, Vendor or any Relevant Party is placed on the sanctions list, Vendor will immediately notify Banner in writing of the event and such notice will contain reasonably sufficient information to allow Banner to determine the nature of the sanction. Banner will have the right to terminate this Agreement immediately by written notice to Vendor if a Relevant Party is placed on the sanctions list or banned from government contracts by the GSA.
- L. Mutual Indemnification. Each party will indemnify, defend, and hold harmless the other party for, from and against all actions, liabilities, losses, damages, claims and demands whatsoever, including costs, expenses and attorneys’ fees resulting from, or claimed to have resulted from, any intentional or negligent acts or omissions of the indemnifying party or its employees or agents engaged in the work under this Agreement at the time of the event or occurrence upon which such actions, claims or demands are based. Where both parties, including their respective employees or agents, participated in the liability causing event, each party will contribute to the common liability a pro rata share based upon its relative degree of fault.
- M. Physician Ownership. Vendor expressly represents and warrants that one of the following provisions applies: (i) no physician, no physician organization and no member of any physician’s immediately family owns or holds an ownership or financial interest in Vendor, including any affiliated or related entity or person, that is not the subject of an exception or “safe harbor” under applicable law, such as the exception for publicly-traded securities under 42 C.F.R. §411.356(a); or (ii) that Vendor is a publicly traded company and is the subject of an exception under 42 C.F.R. § 411.356(a)(1) and (a)(2); or (iii) one or more physicians or a member of a physician’s immediate family own or have a financial relationship with Vendor, and this Agreement is the subject of an arms-length negotiation and is for fair market value compensation, is not tied to or based on an expectation by Banner that Vendor or Vendor’s physician owners shall refer patients to Banner, and that the volume or value of referrals by any physician is not a part of the consideration for this Agreement.
- N. Change in Law. If any new federal or state law, regulation or rule is enacted, or if there is a change in any federal or state law, regulation or rule that affects this Agreement, the activities of either party under this Agreement, or either party’s performance or ability to perform under this Agreement, or any change in the judicial or administrative interpretation of any such law, regulation, or rule, and either party reasonably believes in good faith that such change shall have a substantial, adverse effect on such party’s business operations or its rights or obligations under this Agreement, then such party may,

upon written notice, require the other party to enter into good faith negotiations to renegotiate the terms of this Agreement. If (a) the parties are unable to reach an agreement concerning the modification of this Agreement within the earlier of (i) 45 days after the date of the notice seeking renegotiation, or (ii) the effective date of the change, or (b) the change is effective immediately, then either party may immediately terminate this Agreement upon written notice of such termination to the other party.

- O. Recordkeeping Requirements. Each party's respective employment, healthcare and record keeping practices will conform to all federal, state and local statutes, ordinances, rules and regulations. Upon reasonable request, each party will provide the other with any information or certificates which may be required to prove compliance with such statutes, ordinances, rules and regulations or for licensure, accreditation, and quality assurance purposes. Banner will not be required to prepare or maintain any records with respect to Participants engaged in Rotations. Vendor will not be required to keep or maintain any patient records.
- P. Notice. Any notice required to be given under this Agreement will be in writing, and will be deemed delivered to the party to whom the notice is sent (a) when personally delivered, (b) one business day after the same is sent by overnight delivery service, or (c) three days after the same is sent by certified mail, postage prepaid, addressed to such party at the address that follows or to such other address as such party may hereinafter designate in writing:

If intended to Vendor: Chandler Fire Department
175 S. Arizona Ave.
Chandler, AZ 85225
Attn: Fire Chief

If intended to Banner: Banner Health
2901 N. Central Ave., Suite 160
Phoenix, AZ 85012
Attn: Banner Center for Health Careers Department

With a copy to: Banner Health
2901 N. Central Ave., Suite 160
Phoenix, AZ 85012
Attn: General Counsel

- Q. Assignment. This Agreement may not be assigned by either party without the prior written consent of the other party. Any transactions or series of transactions that would result in a change of control of Vendor will constitute an assignment for the purpose of this Section 4(Q). If consent to an assignment is obtained, this Agreement is binding on the assigns of the parties to this Agreement. Notwithstanding anything to the contrary in this Agreement, Banner may assign or otherwise transfer its interest under this Agreement to any "related entity" without the consent of the other party. For the purposes of this Section 4(Q), a related entity will be deemed to include a parent, a subsidiary, any entity that acquires all or substantially all of Banner's assets or operations relating to this Agreement, and the surviving entity of any merger or consolidation involving Banner.
- R. Governing Law. This Agreement will be governed by the internal substantive law of the State of Arizona, without regard for the conflict of law principles thereof.

- S. Integration and Amendment. This Agreement and any Exhibits contains the entire agreement between the parties with respect to the subject matter hereof. All prior negotiations between the parties are merged in this Agreement, and there are no understandings or agreements other than those incorporated herein. This Agreement may not be modified except by a written instrument signed by both parties to this Agreement. Any other arrangements between the parties are the subject of one or more separate agreements, all of which are listed in one or more databases maintained by Banner.
- T. Counterparts. This Agreement may be executed in one or more copies or counterparts, each of which when signed will be an original, but all of which together will constitute one instrument. Signatures submitted via telecopy or electronic signature will have the same force and effect as original signatures and, as such, will be valid and binding upon the parties hereto.

IN WITNESS WHEREOF, the parties have executed this Agreement individually or by signature of their duly authorized representative as of the signature dates set forth below, to be effective as of the Effective Date.

Banner

Vendor

Banner Health

Chandler Fire Department

Naomi Cramer

By: Naomi D. Cramer

By: Joshua Wright

Its: Acting City Manager

Its: Chief Human Resources Officer

Signature Date: February 17, 2021 | 1:54 PM MST

Signature Date: _____

By: Tom Dwiggin

Its: Fire Chief

Signature Date: _____

EXHIBIT A

Health Standards

The Health Standards include without limitation:

1. Proof of immunity or immunization to varicella;
2. Proof of immunity or immunization to measles, mumps, and rubella;
3. Annual TB screen;
4. Hepatitis B vaccination series, or signature by individual on a waiver declining the series, is required;
5. Proof of a recent negative result from an IGRA test (Quantiferon, T-Spot); or current Mantoux method PPD two (2)-step testing process which includes: First step completed within twelve (12) months prior to the commencement of the student's Rotation. The second step must have been completed within one (1) to three (3) weeks after the first step was administered. In the event the PPD two (2)-step testing process was not administered during the previous twelve (12) months, the PPD two (2)-step testing process is required prior to the commencement of student's Rotation;
6. For each student who shall be in a Facility, Educational Institution shall provide to Banner proof of student's annual influenza (flu) vaccination administered on or before December 1st of each calendar year or other date as mandated by Banner's occupational health and infection prevention standards. Banner shall accept a receipt of payment for vaccination or a copy of a student's consent to receive the immunization as proof of vaccination. Exemption to immunization may be granted by Banner for medical contraindications (including disabilities) or religious beliefs. To qualify for such an exemption, a student must complete the form* and submit it to the email address or fax number provided on the form. Students who are approved for "Exempted Status" are required to wear a surgical mask during influenza season at all times while in a Facility except while eating in a cafeteria, break room or conference room (except when patients are present). The surgical masks shall be supplied by Banner at no cost to Educational Institution and shall be readily available in all Banner clinical facilities; and
7. Proof of a recent negative 10 panel Urine Drug Analysis; and
8. Such other specific test or Health Standard as Banner may request from time to time.

*The following forms shall be provided upon request:

Exemption from Seasonal Influenza Vaccination for Religious Beliefs

Exemption from Seasonal Influenza Vaccination for Medical Contraindication

