

# EXHIBIT A

**RELIGIOUS/PERSONAL BELIEF REQUEST FOR REASONABLE ACCOMMODATION FORM****TO BE COMPLETED BY EMPLOYEE OR APPLICANT REQUESTING ACCOMMODATION**

**INSTRUCTIONS: TO BE COMPLETED BY THE EMPLOYEE OR APPLICANT REQUESTING RELIGIOUS/PERSONAL BELIEF ACCOMMODATION.** Facebook provides reasonable accommodations for an employee's sincerely held religious/personal beliefs or practices unless the accommodation would impose an undue hardship on Facebook. A reasonable religious accommodation is any adjustment to the work and/or work environment that will allow the individual to practice his/her religion. By completing and submitting this form, you are requesting a sincerely held Religious/Personal Belief Accommodation Request for Facebook to consider. Once you have completed the form, please submit by email to [accommodations@fb.com](mailto:accommodations@fb.com). If you are unable to complete this form, please notify your HR Business Partner so they can provide you with assistance. Please print clearly.

Eric Robinson	28OCT2021	Seattle, WA
<b>Name (Please print)</b>	<b>Date</b>	<b>Location</b>
650.709.5137	Morning	
<b>Contact Phone #</b>	<b>Best Time to Call (morning, afternoon, evening)</b>	
ericrobinson@fb.com	Email	
<b>Email Address</b>	<b>Preferred Method of Contact (Email or Phone)</b>	

1. **Check one:** Employee  Applicant:

2. What is the reason for your request and what is it that you need modified (job change, work schedule, dress policy, etc.)?  
**Accommodation for "Mandatory Vaccination Policy"**

(<https://www.internalfb.com/intern/people/portal/working-arrangements/office-reopening/covid-mandatory-vaccination-policy>)

3. Specify the Religious/Personal Belief or Practice you have that you are requesting accommodation for:

The various existing COVID-19 vaccinations currently available have been developed and/or tested by utilizing fetal cell lines derived from aborted humans. Based upon my deeply held and sincere religious beliefs as a Christian, human life begins at conception and all humans are created as sacred image bearers of God (Gen 1:27, Psa 127:3-5, Psa 139:13-16). Therefore, the elected termination of an unborn child, is a sin (Ex 20:13, Isa 9:15, Job 31:15). As such, my Christian religion teaches that vaccines developed and/or tested using abortion derived cell lines are to be generally avoided so as to not condone the perpetuation of such transgressions.

4. What is your suggested accommodation or what are alternative accommodation options that you are requesting?

Proposal 1) Authorization to perform and submit negative COVID-19 tests on a weekly basis in addition to wearing a FB approved facial mask while working in any FB offices in lieu of providing proof of vaccination until such time as it is deemed no longer necessary.

Proposal 2) Approved authorization to continue to perform my current role remotely until such time as the reporting of personal medical vaccination status is no longer a mandatory requirement to re-enter FB Offices.

**REQUIRED:** In addition to this form, the employee/applicant must submit information from his/her clergy attesting that the employee/applicant is known to them and explain the basis for the requested accommodation and how it is appropriate to the practices of this faith. Employee/applicant may attach relevant documentation that employee/applicant feels would be helpful for Facebook when making decisions on reasonable accommodation.

**EMPLOYEE/APPLICANT ACKNOWLEDGEMENT**

I attest that my religious/personal belief and practices are deeply and sincerely held resulting in my request for a religious/personal belief accommodation. I understand that the accommodation requested above may not be granted should Facebook determine the reasonable religious/personal belief accommodation request creates an undue hardship on Facebook. The accommodations team may suggest other alternative accommodations which would not create an undue hardship. The accommodations team may reach out directly to you. If you have questions regarding the process or questions specific to your request, please contact [accommodations@fb.com](mailto:accommodations@fb.com).

<i>Eric Robinson</i>	Eric Robinson	28OCT2021
<b>Employee's Signature</b>	<b>Print Name</b>	<b>Date</b>

To Whom It May Concern:

I am writing this letter on the behalf of Eric Robinson as his Christian advisor, to certify that his sincerely held religious beliefs prevent him from receiving a mandatory COVID-19 vaccination. His obedience to the Lord Jesus Christ, as revealed in the Holy Scriptures, affirms his right to take religious exemption against mandatory vaccination by governmental authorities and/or institutions of employment.

Eric Robinson's application for religious exemption is, therefore, not merely a matter of personal opinion or philosophy, but of bona fide religious conviction with the support of fellow brothers and sisters in Christ. We appreciate your understanding in this matter.

A handwritten signature in black ink, appearing to read "Leif Foged". The signature is written in a cursive style with a large initial "L" and "F".

Leif Foged