

# East Tennessee companies await federal vaccine mandate guidance before they set new rules

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James Sullivan was quoted in the Knoxville News Sentinel discussing the challenges companies face with President Biden's COVID-19 mandate. It will be easier for big firms with hundreds or thousands of employees to comply because they have large human resources departments to oversee mandates, said James. "Many smaller employers aren't equipped" to deal with those logistics, he said, and will have to bear the expense of giving employees paid time off to get vaccinated or recover from the shot, as Biden's order requires.

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