USA ENVIRONMENTAL, INC.

CORONAVIRUS POLICY FOR USA ENVIRONMENTAL, INC. (USAE)

Due to the fact that the Coronavirus (COVID-19) has been on the decline in many areas, the Center for Disease Control has updated their guidelines accordingly. In addition, E.O. 14042 regarding vaccine mandates for Federal Contractors has been enjoined in numerous courts, and vaccines are not currently required for federal contractor employees unless directed by site specific safety requirements. In response to these changes, USAE is implementing this policy for the safety and health of our corporate and field staff to address concerns regarding COVID-19 at our various corporate and site locations. Although COVID-19 has been substantially reduced due to vaccination rates in the U.S., we need to be attentive to changes as they develop. State and local requirements as well as international requirements may also vary, based on the COVID-19 status in different geographic areas, so in all cases, the more stringent requirements will be observed. This policy supersedes all previous project documents referencing COVID-19 procedures.

The CDC provides county-level data showing the COVID-19 Community Level for each county in the United States at their website: https://covid.cdc.gov/covid-data-tracker. For Federal facilities in the U.S., we should utilize that data in determining the COVID-19 Community Level for a given facility by searching the CDC site for the Community Level for the county in which the facility is located. Where a locality or a specific facility imposes more protective pandemic-related safety requirements, those requirements should be followed. USAE will follow the same guidance as the Federal Facilities.

Each location should check the CDC website for the COVID-19 Community Level on a weekly basis in order to determine if any changes need to be made to their COVID-19 workplace safety protocols.

As of March 11, 2022, USAE will rescind our overall indoor masking policy, regardless of vaccination status.

In accordance with the Federal recommendations based on COVID-19 Community Levels, the following will apply:

When the COVID-19 Community Level is LOW:

- Masks will not be required, regardless of vaccination status.
- Screening Testing is not required.

When the COVID-19 Community Level is MEDIUM:

- Masks will not be required, regardless of vaccination status.
- Screening Testing: May be implemented in accordance with CDC guidance. Check the CDC website for more information.

When the COVID-19 Community Level is HIGH:

- A well-fitted mask will be required, regardless of vaccination status, consistent with CDC guidance.
- Screening Testing should be utilized consistent with CDC guidance. Check the CDC website for more information.

USAE Masking Requirements:

- Anyone desiring to wear a mask, regardless of COVID-19 Community Level will be permitted to do so.
- People who have had a positive test, should isolate at home for at least 5 days, and should not report to work until they have been without a fever for 24 hours and their symptoms have noticeably improved. These people will be required to wear a well-fitted mask until 10 days after the positive test.
- Persons with exposure to someone who tested positive for COVID should wear a well-fitted mask for a 10-day period after the exposure occurred.
- It is not required, but still recommended to wear well-fitted masks for mass activities both indoor and outdoor, with more than 1,000 persons in attendance.

Other COVID-19 preventive steps will remain in effect:

- All personnel should continue to wash their hands frequently.
- All sites should continue disinfection procedures on equipment.
- Workers who are feeling sick or have a fever are asked to call their supervisor and remain at home until they have been without a fever for at least 24 hours, and their symptoms have improved. A COVID-19 test is recommended to determine if they had contracted COVID-19 in order to determine masking requirements when they return to work.

- **If you were exposed to COVID-19 and are NOT current on COVID-19 vaccinations:**
  - Stay home and quarantine for at least 5 full days.
  - Wear a well-fitted mask if you must be around others in your home.
  - Do not travel.
  - Get tested for COVID-19. Even if you don't develop symptoms, get tested at least 5 days after you last had close contact with someone with COVID-19.
  - After quarantine, watch for symptoms until 10 days after you last had close contact with someone with COVID-19. Avoid travel until 10 days after the contact. If you develop symptoms, isolate immediately and get tested. Continue to stay home until you know the results of the test. Wear a well-fitted mask around others
  - Take precautions until day 10. Wear a well-fitted mast for 10 full days any time you are around others inside your home or in public. Do not go to places where you are unable to wear a mask. Avoid being around people who are at high risk.

- **If you were exposed to COVID-19 and are current with COVID vaccinations:**
  - No quarantine is required unless you develop symptoms.
  - Get tested for COVID-19. Even if you don't develop symptoms, get tested at least 5 days after you last had close contact with someone with COVID-19.
  - Watch for symptoms until 10 days after you last had close contact with someone with COVID-19. If you develop symptoms isolate immediately and get tested. Continue to stay home until you know the results. Wear a well-fitted mask around others.
  - Take precautions if travelling.
  - Take precautions until day 10. Wear a well-fitted mask for 10 full days any time you are around others inside your home or in public. Do not go to places where you are unable to wear a mask. Avoid being around people who are at high risk.

- **If you were exposed to COVID-19 and had confirmed COVID-19 within the past 90 days (you tested positive using a viral test):**
  - No quarantine is required unless you develop symptoms.
  - Watch for symptoms until 10 days after you last had close contact with someone with COVID-19. If you develop symptoms isolate immediately and get tested. Continue to stay home until you know the results. Wear a well-fitted mask around others.
  - Take precautions if travelling.
  - Take precautions until day 10. Wear a well-fitted mask for 10 full days any time you are around others inside your home or in public. Do not go to places where you are unable to wear a mask. Avoid being around people who are at high risk.

- **If you tested positive for COVID-19 or have symptoms regardless of vaccination status;**

USA ENVIRONMENTAL, INC.

- Stay home for at least 5 days and isolate from others in your home.

- Wear a well-fitted mask if you must be around others in your home.

- Do not travel.

- End isolation after 5 full days if you are fever-free for 24 hours (without the use of fever-reducing medication) and your symptoms are improving.

- If you did not have symptoms, end isolation after at least 5 full days after your positive test.

- If you were severely ill with COVID-19 or are immunocompromised, you should isolate for at least 10 days. Consult your doctor before ending isolation.

- Take precautions until day 10. Wear a well-fitted mask for 10 full days any time you are around others inside your home or in public. Do not go places where you are unable to wear a mask.

- Do not travel until a full 10 days after your symptoms started or the date your positive test was taken if you had no symptoms.

- Avoid being around people who are at high risk.

_____   03/11/2022
                                                   _____

Robin Miller, SPHR; SHRM-SCP   Date

VP of HR/Administration

USA Environmental, Inc.