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## PURPOSE

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The COVID-19 Mitigation Plan's purpose is to help reduce the spread of illness (specifically SARS-CoV-2, the disease caused by the novel coronavirus) through screening, increased sanitation and hygiene practices, social distancing and tracing.

All employees and visitors working at or visiting the 3900 C Street location are subject to the requirements of this Mitigation Plan and do hereby acknowledge receipt.

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## DISCLAIMERS

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Pursuant to guidance issued by the Centers for Disease Control and Prevention (CDC) (and taking into consideration guidance from other agencies and state/local governments), Arctic Slope Regional Corporation and subsidiaries (collectively, "ASRC") have adopted this COVID-19 Mitigation Plan for its operations located at 3900 C Street, Anchorage, Alaska. Given that the COVID-19 situation is dynamic and evolving, ASRC reserves the right and has maximum discretion to interpret, administer, change, modify or delete information set forth in this Mitigation Plan without notice to employees or visitors. Any revisions, including those made to reflect updated rules and guidance from state and local authorities, or the CDC, shall supersede and modify existing policies included in this Mitigation Plan. The measures included in this Mitigation Plan are intended to be temporary in duration due to the extraordinary circumstances caused by COVID-19. Nothing contained herein is intended to create an express or implied contract with any employee.

This COVID-19 Mitigation Plan is intended to comply with all applicable requirements for business operations.

Questions about this Mitigation Plan or its implementation should be directed to ASRC's Human Resources department via email at [ASRCHR@asrc.com](mailto:ASRCHR@asrc.com) or with your direct supervisor.

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## PRE-SCREENING

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- **ASRC requires all employees to update their supervisor or Human Resources if they are experiencing COVID-19 symptoms, have tested positive for COVID-19, or have reason to believe they have been exposed to COVID-19. Employees should not return to the office for in-person work if any of the above applies until they have been cleared by Human Resources or their supervisor.**

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## SANITATION & HYGIENE

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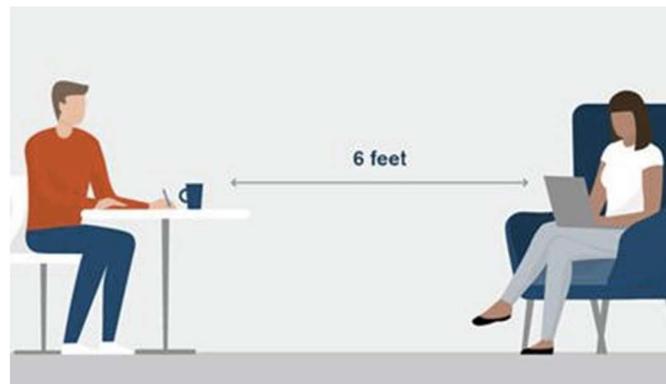
- ASRC has increased sanitization services at all facilities and sites.
- High contact/traffic areas are sanitized multiple times per day.
  - A thorough cleaning of the building is performed at the end of each day.
- Employees are encouraged to wipe down personal work spaces and equipment frequently. This includes light switches, desk surfaces, keyboard, mouse and phone.
- Outside air intake has been increased to bring more fresh air into the building.
  - The building recently received new medical grade filters for the HVAC system
- If you observe areas or surfaces that require attention, please promptly notify Building Services at 339-6816 or x76816.

- Employees must follow CDC guidance regarding personal hygiene, including:
  - Hand washing with soap and water for a minimum of 20 seconds.
  - Regular hand washing or application of hand-sanitizer throughout the day, especially before and after eating or touching surfaces.
- Disinfectant wipes have been provided throughout the building; again, employees are encouraged to wipe down personal work spaces and equipment frequently.
  - Always use products in accordance with manufacturer recommendations.
  - If wipes or disinfectant are not available in your work area, please promptly contact Building Services at 339-6816 or x76816
- Employees using break rooms shall wipe down surfaces and appliances before and after each use. Remember that open food storage is not permitted.

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## SOCIAL DISTANCING

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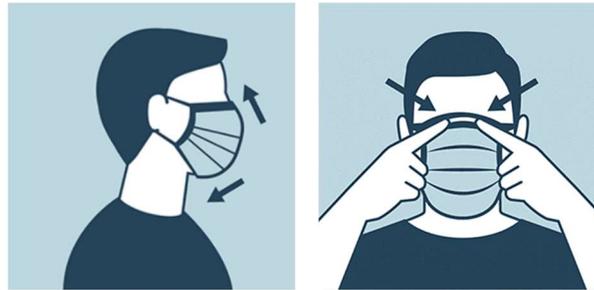


- Face coverings, if desired, should be used in accordance with CDC guidance.
  - Employees who have questions about wearing a face covering should contact a supervisor or Human Resources.
  - The Company continues to support employees who choose to wear a mask.
- Meetings are to be conducted virtually where possible and appropriate, using Zoom, Microsoft Teams or other methods. If you meet in person:
  - Signage is posted at each conference room identifying the maximum occupancy. **These occupancy limits shall be enforced by the meeting organizer.**
  - If you believe your work environment does not meet requirements, please contact your supervisor.
- Elevators are currently limited to a maximum of four occupants.

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## REDUCING TRANSMISSION

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- Actively sick employees must stay home and notify their supervisor immediately. Employees or family members experiencing COVID-19 symptoms are encouraged to get tested.
  - Any employee who appears to have symptoms or who becomes sick during the day will immediately be separated from other employees and sent home.
- Sick employees should follow CDC-recommended steps for testing and care.
- Employees will not be allowed to return to work until cleared by healthcare providers and have met the requirements of state and local health departments.
- Employees who have had a known exposure to COVID-19 should immediately notify their supervisor. ASRC's policy regarding return to work will be based on CDC recommendations.
- If an employee is confirmed to have COVID-19, ASRC will work with the State of Alaska Health & Social Services department to inform employees of possible exposure to COVID-19 in accordance with applicable law.

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## TRAVEL

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- Travel within and to/from the State of Alaska will be regulated by State Health Mandates and Advisories as well as Municipality of Anchorage Emergency Orders in effect. Employees shall consult the applicable rules prior to any travel.
- Employees who travel for business or personal reasons, whether intrastate or interstate, must contact their supervisor **prior** to returning to the facility to discuss the nature of the travel. Additional screening may be required and/or quarantine depending on the nature of the travel and current guidance/mandates then in place. Any out-of-state travel must be disclosed to a supervisor or Human Resources.
- While ASRC's policies regarding travel are based on State of Alaska and Municipality of Anchorage guidance in effect at that time, ASRC reserves the right to enforce policies regarding travel in line with CDC recommendations and/or that differ from state or local mandates currently in place. ASRC's travel policies are in place to best ensure a safe workplace.