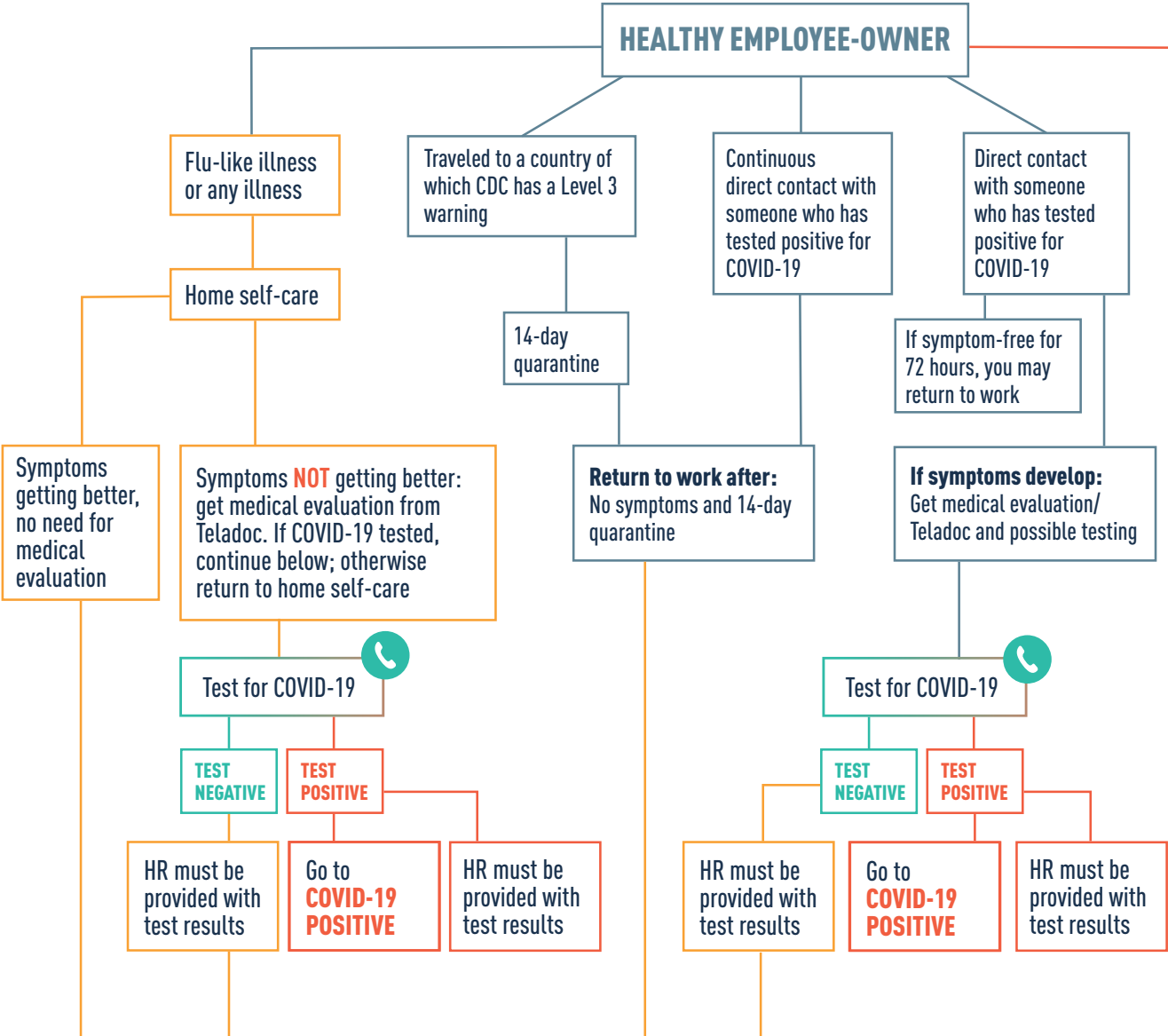


COVID-19 SCENARIO FLOW CHART



COVID-19 POSITIVE

- Human Resources (HR) must be provided with positive results
- Quarantine for 14 days from testing date
- Return to work:
 - Symptom-free for 72 hours AND
 - Doctor's note approving you may return to work

Temporary Emergency Leave associated with these scenarios:

- 10 Days (80 Hours) Paid Leave:**
No documentation required
Any sickness or concern
- 12 Week (2/3) Paid Leave:**
Documentation required
COVID-19 related:
School/daycare closing
Sick with COVID-19
Caring for someone with COVID-19
- HR Quarantine:**
As directed by HR

Return to work after 72 hours symptom-free:

- No fever
- No fever symptoms (shivering, shaking, chills, body aches, headaches, excessive sweating, etc.)
- Improvement of other illness symptoms (sore throat, persistent cough, sinus congestion, fatigue, etc.)

At the point someone is being tested, the job site should contact HR@garney.com or call **913-209-0499** or **816-746-7263**. Profit Center lead must notify Scott Parrish with the "Notice of Event." Review the COVID-19 Event Response Plan.