COVID-19 SCENARIO FLOW CHART HEALTHY EMPLOYEE-OWNER Travel outside the United States Continuous Direct contact Flu-like illness **COVID-19 POSITIVE** should be avoided and a 14-day or any illness direct contact with with someone self-quarantine may be required someone who has who has tested Human Resources (HR) must be if directed by the United States tested positive for positive for provided with positive results Customs upon your return COVID-19 COVID-19 Home self-care Quarantine for 14 days from testing date If you have been medically If symptom-free for advised to self-quarantine for 14 48 hours, you may Return to work: days, enter into self-quarantine return to work 1. Symptom-free for 48 hours AND 2. Doctor's note approving you may **Symptoms** return to work Symptoms NOT getting better: get medical evaluation from If symptoms develop: Return to work after: getting better, Get medical evaluation/ No symptoms and 14-day no need for Teladoc and possible testing Teladoc. If COVID-19 tested. quarantine medical **Temporary Emergency Leave** continue below: otherwise evaluation associated with these scenarios: return to home self-care 1. 10 Days (80 Hours) Paid Leave 2. 12 Week (2/3) Paid Leave Test for COVID-19 Test for COVID-19 3. HR Quarantine Please contact HR@garney.com for **TEST TEST** more information on these benefits. **POSITIVE POSITIVE** HR must be HR must be Go to Go to **RESOURCES** provided with provided with COVID-19 COVID-19 https://www.cdc.gov/coronavirus/ **POSITIVE** test results **POSITIVE** test results 2019-ncov/travelers/index.html https://www.cdc.gov/coronavirus/2019ncov/prevent-getting-sick/prevention.html Return to work after 48 hours symptom-free: At the point someone has tested positive, the jobsite should contact HRidgarney.com or call 913-209-0499 or 816-746-7263. 2. No fever symptoms (shivering, shaking, chills, body aches, headaches, excessive sweating, etc.) Profit Center lead must notify Scott Parrish with the "Notice of Event." 3. Improvement of other illness symptoms (sore throat, persistent cough, sinus congestion, fatique, etc.) Review the COVID-19 Event Response Plan. **DEFINITIONS**

Direct Contact: contact less than six feet, for 15 minutes or more, within the last 48 hours with a person who has tested positive for COVID-19 Direct Continuous Contact: living (sharing a kitchen and bathrooms) with someone who has tested positive or being tested for COVID-19