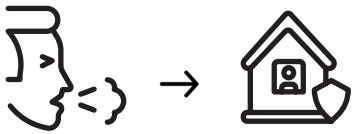


UPDATED COVID-19 GUIDANCE, JAN. 2023

While many questions remain, we know COVID-19 will not be fully eradicated. It is important that as a business we continue to take the necessary measures to prevent the spread of COVID-19. Please follow the below guidance:

If you are feeling sick, **STAY HOME**, contact your supervisor, and we highly recommend you make an appointment to see a doctor.

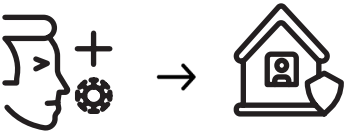


If you start to experience COVID symptoms, regardless of vaccination status:

STAY HOME, isolate, and get tested.

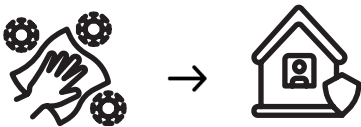
Return to work is not permitted until you have tested negative, symptoms subsided, and have been fever free, without fever reducing medicine, for 48 hours. Notify your supervisor of those you have been in close contact with.

If you test positive for COVID-19, regardless of vaccination status:



STAY HOME and isolate for 5 days.

Notify your supervisor of those you have been in close contact with. **Employees may return to their office or jobsite after a negative test result administered on day 5 or later from a clinic, pharmacy, health care provider, or via at-home self-test. Marek will accept at-home self-testing for return-to-work purposes. To ensure test results belong to the employee, you will be required to send a photo to HR of test results along with your Marek ID badge or other identification within the photo.**



If you were in close contact with someone with COVID-19, including caring for family members or living in the same household, regardless of vaccination status:

STAY HOME and we recommend you isolate for a minimum of 3 days.

If symptoms develop notify your supervisor, isolate, and get tested. Employees may return to their office or jobsite if no symptoms have developed after 3 days. In the case of reoccurring exposure, you must continue to isolate 3 days from the date of most recent contact. For example, if you are in close contact with someone and unable to isolate you must continue to isolate 3 days from your last exposure.

When scheduling a test, you should schedule a Rapid Antigen, or PCR Test to test for current infection. At home self-testing kits are available at your pharmacy. Antibody tests do not test for current infection.

Marek will adhere to project specific requirements related to return-to-work protocol for COVID-19 and should project requirements differ from internal protocol we will follow whichever protocol that supersedes the other. Contact your local HR department for information related to leave benefits and/ or questions related to COVID-19 return to work protocol.

Employees and managers are expected to follow the guidance and protocol above and failure to do so could result in disciplinary action.