

COVID-19 FREQUENTLY ASKED QUESTIONS

TESTING & RETURN TO WORK

1. Should I get Tested?

Testing in most cases is a personal choice. If you are symptomatic, we encourage you to contact your medical professional and get tested if possible. Always follow the advice of your medical professional. If you are out sick, we will require you to follow the Return to Work Guidelines and be medically cleared before you can come back to work. As always, if you have any questions, you should contact your HR representative for guidance and support.

2. Should everyone on my crew/site get tested?

It is not recommended that you have your entire team/crew tested for COVID-19. Please remember that these tests are designed to detect active virus. If your crew does test, they must stay off site until they have negative results. Also remember that if the results come back negative and then they become symptomatic, they will have to be retested as it is possible to become infected anytime following the time at which the test specimen is taken, and negative results are invalid at that point.

3. I can't get a test because I have no symptoms, what should I do?

As this global pandemic continues, tests have become more available across the country. If you are having a difficult time getting a test in your area, please contact your safety manager or your HR representative who can assist you.

4. How long does my worker have to stay home?

It depends. The details of each case are unique and a number of factors must be considered when determining how long someone needs to be home-isolated to prevent the potential spread of COVID on the jobsite. In general, a 14-day quarantine will be used for potential exposures. This allows enough for symptoms to develop.

For SYMPTOMATIC cases: The return to work following illness "clock" starts when symptoms first present. Typically, at least 10 days must have passed since the initial onset of symptoms and you must be 72 hours fever-free without the use of fever reducing medications before returning to work.

For ASYMPTOMATIC cases: These cases are trickier. The full 14-day quarantine is necessary, and the clock typically starts from the date on which the test was taken (not the date results are received). Following the 14-day quarantine, the worker may only return to work after having received a negative follow up test result. NOTE: The second test must be a viral test and not an antigen or antibody test. Your HR representative can help with this.

5. Do I have to have a negative test result before I come back to work?

Swinerton asks that you be medically cleared to return to work. This means either a negative result from a test taken after the date when you became symptomatic (as outlined in Question 4) or a release from your healthcare provider allowing you to return to work. Please consult your HR representative for assistance with the Return to Work process.

6. My family member is sick, should I get tested?

If you were in close contact with someone who has tested positive please do not come to work. Contact your supervisor and let them know. Your supervisor, Safety Manager and HR representative will work with you to determine an appropriate course of action to ensure you and your teammates are healthy and safe at work.

7. I was around someone who said they were positive, should I get tested?

If you were in close contact with someone who has tested positive please do not come to work. Contact your supervisor and let them know. Your supervisor, Safety Manager, and HR representative will work with you to determine an appropriate course of action to ensure you and your teammates are healthy and safe at work.

8. Why doesn't Swinerton automatically require a COVID-19 test if a person displays symptoms?

Many of the symptoms of COVID-19 are also common to any number of other illnesses, including seasonal allergies. We always encourage you to contact your medical provider if you have any questions or concerns and if you believe you should be tested. They are best equipped to determine if a test is appropriate or not and if the symptoms you are reporting to them are compatible with COVID or not.

HEALTH ASSESSMENTS/ JOBSITE PROTOCOLS

1. Do we have to do a "deep cleaning" on site?

This will depend on the details of the situation and the results of the Exposure/Risk Assessment that must be completed with your Safety Manager for every potential exposure. Things that will be considered are the areas of potential exposure (office areas, personnel hoists, specific floors or rooms, etc.) duration, symptoms reported, etc. By completing the assessment, we can get more comprehensive understanding of any potential exposure to the site and, as appropriate, deploy a team who is trained in deep cleaning and disinfection.

2. When do I have to submit a Risk Alert?

When: Exposure and risk to our Operations only, if the person has not been in the office for the 14-day period prior to onset of symptoms the Risk Alert is not necessary.

It is important that we are tracking these events as they occur so please be sure to submit your Risk Alert no later than the end of the shift.

Confirmed Positive – an individual has been medically confirmed to have COVID-19

Presumed Confirmed – an individual is exhibiting COVID-19 symptoms and has been in close contact/prolonged exposure with others who have been confirmed as positive

Potential Positive – an individual has symptoms but is uncertain where they may have had close contact/prolonged exposure with others confirmed as positive

Recognized Exposure – an individual has had prolonged exposure to another who is confirmed positive or presumed confirmed but currently showing no symptoms

If you have questions or need assistance, please contact your HR representative or your Safety Manager.

3. What happens if I answer YES to a question on the Health Assessment?

Answering YES to one of the Health Assessment questions simply means that you need to speak with your supervisor for a “secondary assessment” to evaluate the existence of any potential exposure and to determine what, if any, appropriate measures need to be taken to ensure the health and safety of everyone on the job.

4. Can we take temperatures at our office location or on our jobsite?

In some locations, temperature taking is required by local orders. Where this is not the case, temperature taking is an option that is available at the discretion of the Division Manager. If your site or office location implements temperature taking as a part of the health assessment process, you must follow the Swinerton Temperature Taking Guidelines included in this Plan. Contact your Safety Manager or HR representative for assistance or any questions.

5. Do we need to stick with the 3-strike rule for COVID issues?

Enforcing all health and safety protocols is a critical piece of any program. The COVID protocols are no different. One of the most important parts of ensuring a successful program is consistency in the application. If appropriate disciplinary action is needed, consult your supervisor, Safety Manager, or your HR representative.

6. What is the period of time we should evaluate when determining if an employee or employees have been exposed?

Based on CDC guidelines, we are looking at potential exposure to the site and other workers beginning 48-hour prior to the onset of symptoms in the affected individual. Some of the critical factors in determining potential exposure include use of face coverings and following the appropriate social distancing protocols. When these protocols are followed strictly, the risk of exposure remains low. When they are not followed, it increases the potential for exposure to others on the team.

7. Can we tell people who are high risk to stay home? What options do we have?

You cannot discriminate against anyone for what you may perceive as a “high risk” category. If you have concerns, please contact your HR representative immediately to discuss your concerns and to take appropriate action.

8. If I get my temperature taken, should I still do the Health Questionnaire?

Yes. Temperature taking, where implemented, is not in lieu of the health assessment but rather a part of the screening process. If you are having your temperature taken, you still must complete the health assessment/screening process to be eligible for access to the site.

9. I'm feeling mild symptoms, such as a runny nose, but I also have seasonal allergies. Do I still have to report this while answering the Questionnaire?

Yes. COVID-19 is still a new illness and the healthcare and scientific community are still learning about it. As such, any symptoms that are compatible with COVID-19 need to be reported as part of the health assessment. If your condition is in fact seasonal allergies, your Safety Manager will be able to help guide you through the process to get yourself cleared to be at work.

FACE COVERINGS/SOCIAL DISTANCING

1. Do I have to wear my face covering in my office/cubicle?

It depends, though it is a good idea – especially if there are other people in or around your office/cubicle. You need to speak with your supervisor about the site-specific or Return to Office Plan that has been established. Protocols have been established for each location and need to be followed. These protocols take into consideration things like distance, capacity of personnel, staggered shifts, potential exposure areas, etc. If you need assistance with this, please contact your Safety Manager. If you are not sure, you should wear a face covering until an appropriate assessment is completed.

2. What if I have a medical condition that makes it hard for me to wear a face covering?

If you are unable to wear a face covering due to a medical condition, please contact your HR representative immediately for assistance.

3. Do I need to wear face covering in a conference room if we are social distancing?

This is a good idea. If you are in the same room with other people you should consider wearing your face covering. If you are not sure, please contact your supervisor or Safety Manager to assist with a risk/exposure assessment. Also, remember that all meetings should continue to be done virtually unless it is absolutely necessary to have the meeting in person. If you are having a meeting in person, be sure to observe the maximum capacity limits for the room that you are in. It's also important to make sure you thoroughly clean the conference room after use.

4. Do I need to wear face covering in a jobsite trailer if we are social distancing?

It depends. You need to speak with your supervisor about the site specific or Return to Office Plan that has been established. Protocols have been established for each location and need to be followed. These protocols take into consideration things like distance, capacity of personnel, staggered shifts, potential exposure areas, etc. If you need assistance with this, please contact your Safety Manager. If you are not sure, you should wear a face covering until an appropriate assessment is completed.

5. If I'm wearing a face covering, should I also practice social distancing?

Absolutely. Face coverings are not a substitute for social distancing. Both are requirements that all workers must follow.

TRAVEL/VACATIONS

1. I just got back from my out-of-state vacation; do I need to quarantine?

The answer is likely "no" to needing to quarantine for 14 days... with these considerations:

- While traveling it's important to continue to observe all recommended safety precautions (face coverings, social distancing, hand washing) that have been recommended by the CDC.
 - If you have not been able to follow these precautions consistently, we would need to evaluate possible exposure. For example:
 - » I sat directly next to someone on the plane but we both wore face coverings and were cautious during the entire flight (probably low risk).
 - » At the hotel I did not keep my face covering on while in the hotel room but, while in public areas I had my face covering on, kept an appropriate distance, and washed my hands (probably low risk).
 - » I participated in the hotel's pool party with 50 other people who were not consistent in social distancing and face coverings (probably high risk and need for quarantine).

- » My family member began exhibiting symptoms on our 7-hour drive home (possibly a high exposure risk and need for quarantine).

- If while traveling, you come into close contact with another person who has tested positive for COVID we would need to evaluate the contact and whether or not quarantine would be necessary.

2. I'm planning to take a vacation in the near future that is out of state or country, is there anything I should plan for upon my return?

Yes. Please see the Travel Guidance page of the Swinerton COVID-19 Plan for additional information on travel recommendations. However, in short, if you are traveling outside of the United States you must be prepared to self-quarantine at home for 14 days upon your return. If you are traveling outside of your home state, there may be new or changed restrictions upon your return so it is advised that you talk to your HR representative and Safety Manager prior to planning your vacation.

GENERAL QUESTIONS

1. I have some concerns about how Swinerton's COVID-19 Plan is being implemented at my project, what should I do?

Swinerton has established a COVID-19 Task Force that has developed our Plan and is available to provide support. It is always advised that you talk to your Safety Manager or your HR representative for assistance first, however you can also reach out to the Task Force via phone at [844.841.9035](tel:844.841.9035) or e-mail at covid19info@swinerton.com The information received here is confidential and we will follow up to the best of our ability. That being said, please be sure to provide enough detail so that we can quickly identify your site or location and properly address your concerns.

2. Someone at my project tested positive for COVID-19, but now I see they've recovered and are back on the jobsite. Am I safe?

Yes. Swinerton is carefully managing each case as they come, and we are taking every precaution to ensure that our locations are healthy and safe every day. If you have any concerns at all, please contact your supervisor or the Swinerton HR representative or Safety Manager for your site.

3. My city or state has local public health orders that don't seem to match up with Swinerton's COVID-19 plan, what should I do?

The Swinerton Plan is a general guideline establishing the minimum requirements set forth by the company. If there is a local or state order that is *more stringent*, that is the order we will follow. If the local or state order is *less stringent*, you are required to follow the Swinerton protocols as established.