

COVID-19 PANDEMIC ACTION PLAN

(Plan is subject to change as CDC recommendations and Alaska State Health Mandates are updated)

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| PURPOSE: | The purpose of this plan is to document the commitment Big Creek Fisheries, LLC has made to address the national pandemic and adhere to the latest mandates issued by the State of Alaska. The mandates require all Alaska companies to take an active role in mitigating the risk to Alaska for community transmission. This mandate includes exercising 14-days of quarantine in Alaska at the work site effective immediately upon arrival in Alaska |
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| SCOPE: | This action plan covers all operations and shoreside employees for Big Creek Fisheries, LLC in response to the COVID-19 pandemic and protocol to minimize risk of contamination or spreading of the virus. All precautions and protocol established to protect employees and the communities of Alaska are to remain in place through 2020 salmon season and/or are updated by state of Alaska. |
| SCREENING OF PERSONNEL: | <p>Every precaution will be taken to protect the employees and the Alaskan communities associated with Big Creek Fisheries, LLC from contracting the COVID-19 virus. This will be accomplished by effectively screening all employees for symptoms and high risk factors for COVID-19 prior to being approved for or issued a travel itinerary into Alaska. Big Creek Fisheries, LLC is located in a remote location outside of Egegik. Employees will be confined to within the plant boundaries. They will not have access to any Alaskan community for the duration of their employment outside of travel days.</p> <p><u>Pre-Employment:</u> Beginning with initial information and orientation meetings candidates will be instructed of protocol for Self-Quarantine and Self-Screening to take effect 14 days prior to any travel into state of Alaska and daily screening requirements for duration of employment.</p> <p>Candidates to be screened for individual high risk factors (e.g. older age, presence of chronic medical condition, pulmonary distress, etc.) Employees exhibiting any high risk factors will be screened further and counselled to risks and conditions before any job offer decisions.</p> <p><u>Prior to Travel Into Alaska:</u> Every employee to be emailed checklist for self-screening protocol 14 days prior to scheduled flights. Temperature and symptoms must be logged by employee.</p> <p>Employee required to submit proof of self-screening indicating they are clear of fever and/or symptoms before receiving flight itinerary. Any employee with an elevated level</p> |

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| | <p>of exposure, exhibiting signs of fever, or COVID-19 related symptoms will be denied travel.</p> <p>All employees traveling to Alaska will be provided face mask and sanitizer. Mask is required to be worn through airports, for duration of flight(s), and until arrival into designated quarantine area of the Big Creek Fisheries, LLC processing plant.</p> <p><u>Arrival at the Plant:</u> Upon arrival, every employee will have their temperature taken and screening questions completed. All information to be logged by Medical Personnel.</p> <p>Any employee arriving with COVID-19 symptoms will be immediately placed in isolation. Telemedical services, Alaska Maritime Physicians, to be contacted for advised treatment or if a medical provider, Camai Community Health Center, should be dispatched to plant.</p> <p><u>Daily Screening:</u> Every processor is assigned two eight (8) hour shifts each day. Prior to clocking in before each shift, and at meal breaks, every processor will have temperature taken and logged. They will be screened verbally and visually for symptoms of COVID-19 like symptoms.</p> <p>Processors that are cleared for work will have information logged by the Medical Personnel and issued a colored wrist band to visually indicate they have been screened.</p> <p>Processors screened and found to have a fever and/or is symptomatic will immediately be placed in isolation. The screening process will be elevated to every four hours. Isolation will last up to 72 hours after being symptom free and/or after fevered temperature drops without aid of fever reducing medicine. Every screening result to be logged by the Medical Personnel. If symptoms persist, telemedicine, Alaska Maritime Physicians, to be contacted for further instructions.</p> |
| <p>SELF- QUARANTINE:</p> | <p>Big Creek Fisheries, LLC is located in a remote location outside of Egegik, AK. No immediate access will be available for the employees to rural Alaskan communities. The plant offers a natural location</p> <p>All employees will be required to wear face masks while in transit to the salmon plant. They are being asked to keep masks in place from time they depart their home until they arrive at the plant.</p> <p>Upon arrival in Alaska all employees will be directed to a secured area in King Salmon for flights to the Big Creek Fisheries, LLC plant. No employee will be approved or allowed to leave designated areas. Management will be allowed to enter town for work related and emergency supplies only. Face masks required to enter any local business.</p> <p>Every employee will begin a 14-day quarantine period upon entering the plant. Maximum separation and distancing to be observed during this period.</p> <ul style="list-style-type: none"> • Each person will be assigned to cabin with up to three other employees. Only those employees assigned to a room will be allowed entrance into that room. |

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| | <ul style="list-style-type: none"> • Shared restrooms will be restricted to one person allowed at a time for showers. A 6 foot distance to be strictly adhered to for other use of restrooms when single use is not possible. • Meals are to be staggered with no self-service options. Employees are to wait outside to manage the 6 foot distancing in line for meals. <p>Face masks are to be worn whenever in common areas of plant including production areas, galley, laundry area and any area an employee may come into contact with other employees.</p> <p>Groups larger than ten (10) not allowed in common areas including smoking container, phone line and general areas for congregation.</p> |
| <p>PROTECTING THE PUBLIC:</p> | <p>In preparation of the season and protection of the local communities and our employees, supplies of required PPE and sanitation supplies have been ordered. All employees to be oriented and trained on applications and how to resource.</p> <p>Non-essential visitors are prohibited from access to plant facilities</p> <p>Crew member licenses are to be purchased, printed and carried with all fishermen in advance of arrival at Big Creek. Go to https://www.adfg.alaska.gov/index.cfm?adfg=license.crewmember for additional information. On a case by case situation, fishermen may request an exception to purchase licenses at the office. Advance approval and scheduled time must be arranged with management.</p> <p>For essential or emergency visits of fishermen and visitors:</p> <ul style="list-style-type: none"> • Must wear masks while on Big Creek Fisheries, LLC property. • Allowed only one person at a time in the Big Creek Fisheries, LLC office. • Packages delivered to the Big Creek Fisheries, LLC will be kept in a secure location. Deliveries will be posted outside the door of the office. Only one person allowed in office at a time to pick up posted deliveries. No fishermen or visitors allowed into the office to inquire about deliveries • Use of outside phone limited to emergency calls only as determined by management • Meals will not be available to fishermen or visitors for service inside galley • Transport of fishermen will not be allowed on company owned tenders; only exception to be medical emergency |
| <p>WORKPLACE PROTECTIVE MEASURES:</p> | <p>Self-quarantines and self-screening is to be managed daily by every employee at Big Creek Fisheries, LLC.</p> <p>Basic hygiene practices are encouraged at all times. These practices include, but are not limited to frequent hand washing, covering mouth and nose when sneezing or coughing, etc. All employees are discouraged from sharing desks, phones, tools or equipment.</p> <p>Access to the Big Creek Fisheries, LLC office is to be limited to authorized personnel only. Visitors, processors and all others are required to wear a face mask when in the office and remain behind entry area desk. Visitors to the office will be limited to one person at</p> |

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| | <p>a time. All other visitors are to wait outside the office following the 6 foot social distancing protocol.</p> <p>All employees are to be instructed in the screening, sanitation and quarantine protocols. Emails to be sent in advance of arrival to outline precautions and steps for protecting all stakeholders at the plant. Upon arrival at the plant new hire orientation to include established protocol, location of hand washing stations, locations of hand sanitizer and resources to replenish supplies as needed.</p> <p>Employees will be screened prior to checking in for work. Temperature to be taken at start of each shift by Medical Personnel or authorized lead. Any indication of symptoms or fever are to be logged.</p> <p>Employees indicating possible illness to be re-screened. If symptoms persist employee to be isolated. Telemedicine, Alaska Maritime Physicians, to be contacted for further instructions.</p> <p>Face masks to be worn during at all times. Clean masks will be provided at start of every shift, and before returning from each scheduled break. A bin for soiled masks to be provided in gear room. Extra masks will be made available at all times to change out as needed.</p> <p>Soiled face masks to be picked up by Housekeeping team directly after shift change and breaks. All cloth masks to be laundered and sterilized before returning to gear room for distribution.</p> <p>Meals are to be staggered allowing for proper distancing. All employees to wait outside galley as are being served. A hand washing station at entrance of galley to be used for cleaning hands. Employees are required to wash hands with warm water and soap for a minimum of 20 seconds prior to entering galley.</p> <p>All meals are to be served to employees by galley staff. No employees are to touch serving utensils or food service trays. Proper masks and gloves are to be worn by galley staff.</p> <p>Galley, including seating area, to be thoroughly cleaned and surfaces sanitized after every meal and at end of service day.</p> |
| <p>Travel Plans and Procedures:</p> | <p>Top priority of Big Creek Fisheries, LLC is to protect our employees and the Alaskan communities. Travel will be scheduled to minimize interaction with Alaska residents or places of business. All employees will be expected to report to the Big Creek Fisheries, LLC plant with as few stops as possible.</p> <p>Employees are being scheduled to fly direct from Seattle or Anchorage. Arrangements being made to move employees to private area away from airport and businesses in King Salmon. <i>(Note:- This may change as flight options and charters are updated)</i> Face masks to be worn while in airports and during flights. Proper hygiene, including frequent hand washing, to be practiced while traveling to Alaska.</p> |

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| | <p>Once at the plant all employees will remain at the site until end of season. Exceptions will be made should an emergency require travel.</p> <p>Management will be approved for business related travel if deemed necessary.</p> <p>Employees who quit or are terminated will be provided full travel to leave state of Alaska on first available flights. No terminated employee will be allowed to remain in the small Alaskan communities or to enter business outside of those needed for travel.</p> |
| <p>Procedures for Personnel Who Become Ill:</p> | <p>Daily monitoring of temperature and symptoms are taken and logged by Medical Personnel. All medical personnel to be trained in proper donning and doffing techniques for required PPE. https://www.cdc.gov/hai/pdfs/ppe/ppe-sequence.pdf</p> <p>Should a positive screening or test for COVID-19 employee to be immediately quarantined in isolation area of plant. Private isolation area is established to house and treat all employees exhibiting symptoms of COVID-19.</p> <p>Telemedicine, Alaska Maritime Physicians, to be notified of any employee screening or testing positive for COVID-19. Camai Health Community Center to be notified. If deemed necessary, a representative provider from Naknek will be dispatched to the Big Creek Fisheries, LLC plant. All medical treatments will be followed as prescribed by medical professionals.</p> <p>Private sleeping area and restrooms provided for the care of employees with symptoms. No employee, fisherman, visitor allowed in isolation area without approval from management and proper PPE.</p> <p>Anyone coming into contact with employees in isolation must wear full PPE according to the CDC recommendations.</p> <p>Medical Personnel will be point of contact for all isolation cases. Screening of temperature and symptoms to be observed every two hours and logged until employee is fever free, without use of fever reducing medicine, for a minimum of 72 hours.</p> <p>Meals for employees in isolation to be delivered by designated galley personnel. No direct contact with employees in isolation is allowed. All food, trays and utensils to be handled with no contact with isolated employees.</p> <p>Should removal from plant or hospitalization be required a private charter to nearest location for treatment will be arranged by the Big Creek Fisheries LLC office. Personnel required to wear full PPE at all times.</p> <p>Direct transport to approved medical provider to be arranged in advance of any departure from plant.</p> |
| <p>Continued Maintenance/ Operation of Critical Infrastructure</p> | <p>Schedules will be staggered as needed to ensure proper coverage of all positions. Increased numbers of absenteeism to be addressed daily to accommodate production schedules.</p> |

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| | <p>All processors will be cross-trained in the different positions and departments to ensure coverage at all phases to ensure the quality of the product is not compromised. At the same time cross training and staggering of positions will be used to assist with distancing and protecting the health of all workers.</p> <p>Any employee found to be out of compliance or refusing to follow the CDC recommendations and/or Alaska State Health Mandates will be terminated and sent home. Flights out of Alaska will be arranged at the earliest time available.</p> |
| <p>DEFINITIONS:</p> | <p>The following are defined by Center for Disease Control and Prevention and/or World Health Organization (WHO):</p> <p><u>Self-Quarantine:</u> Remaining in a designated self-quarantine location for a period of 14 days, or the duration of stay in the state of Alaska. Whichever is shorter. Persons under self-quarantine may:</p> <ul style="list-style-type: none"> • Leave designated quarantine locations only for medical emergencies or to seek medical care • Not visit any public spaces, include but not limited to: pools, meeting rooms, fitness centers, or restaurants • Not allow visitors in or out of designated quarantine area other than medical professionals authorized by management • Comply with all rules or protocols related to quarantine • Practice self-distancing with other individuals within the plant, and shared accommodations <p><u>Critical Infrastructure:</u> Essential services and Critical Infrastructure industries (e.g. commer and entities designated by the State of Alaska as essential to the livelihood of Alaska residents and/or providing an essential function for survival needs.</p> <p>Social Distancing: Social distancing requires distance between self and other as indicated below:</p> <ul style="list-style-type: none"> • Keep a distance of at least six (6) from other people • Do not gather in groups • Stay out of crowded places and avoid mass meetings <p><u>Confirmed/Suspect COVID-19:</u> A person who has tested positive for COVID-19 or a person who satisfies epidemiological and clinical criteria following CDC screening protocol.</p> <p><u>Close Contact:</u> Greater than 15 minutes face-to-face contact in any setting with a confirmed case in the period extending from 24 hours before onset of symptoms in the confirmed case, or sharing of a closed space with a confirmed case for a prolonged period (e.g. more than 2 hours) in the period extending from 24 hours before onset of symptoms in the confirmed case.</p> |

A close contact could include a person meeting any of the following criteria:

- Persons living in close quarters such as house, dorm style living, , etc.
- Aircraft passengers who were seated in the same row as the case, or in the two rows in front or two rows behind a confirmed COVID-19 case without recommended PPE or failure of PPE.
- Contact needs to have occurred within the period extending 24 hours before onset of symptoms in the case until the case is classified as no longer infectious by the treating team.

Note that healthcare workers and other contacts who have taken recommended infection control precautions, including the use of full PPE, while caring for a symptomatic confirmed COVID-19 case are not considered to be close contacts.

Isolation:

Separates sick people with a contagious disease from people who are not sick. Separate sleeping area and bathroom will be available. All meals are to be delivered to isolation area and removed by galley personnel with proper PPE.

Quarantine:

Separates and restricts the movement of people who were exposed or potentially exposed to a contagious disease to see if they become sick.

Signs & Symptoms:

Fever, sore throat, cough, shortness of breath, chills, body aches, headache, abdominal pain, diarrhea, vomiting,