

COVID-19 Preparedness and Response Plan – Oasis Hot Tub Gardens

The Oasis institutes this COVID-19 Preparedness and Response Plan (“Plan”).

The Oasis aims to protect its staff and patrons by enacting all appropriate prevention efforts. We will continue to monitor guidance from local, state, and federal health officials and implement location and Plan modifications where appropriate.

Employees with questions are encouraged to contact their General Manager or Regional Manager via phone/slack/email.

1. Prevention Efforts and Workplace Controls

a. Cleanliness and Social Distancing

As a part of the hospitality and service industry, there is minimal work pertaining to The Oasis that can be performed remotely. The Oasis will abide by recommended social distancing and other safety measures as follows:

- Managers may continue to schedule staff meetings and interviews remotely to limit exposure
- Employees are required to follow social distancing markers on the premises, maintaining 6ft distancing, to the fullest extent possible.
- Employees are highly encouraged to wear a face covering while working indoors during times of substantial or high community spread.
- The Oasis may utilize flexible work hours (on-call shifts, etc.), whenever possible, to limit the number of employees simultaneously working on-site)
- Employees’ interactions with the general public are modified to allow for additional physical space between parties

The Oasis provides employees with non-medical grade face coverings. Gloves are available for cleaning staff and are required for any staff with cracked or broken skin.

In addition, The Oasis is instituting the following cleanliness measures:

- Performing routine environmental cleaning and disinfection, especially in common areas
- Providing hand sanitizer in high traffic areas

Employees are expected to minimize COVID-19 exposure by:

- Cleaning work stations and equipment at the beginning and end of each shift
- Maintain Oasis’ high standards for cleaning guest suites, increasing the cleaning frequency of high frequency touch points in suites and throughout the building
- Avoiding, to the fullest extent possible, the use of other employees’ phones, desks, work tools and equipment during periods of severe or high community transmission
- Frequently washing hands with soap and water for at least 20 seconds (throughout the shift and between glove changes

- Utilizing hand sanitizer when soap and water are unavailable
- Avoiding touching their faces with unwashed hands
- Avoiding handshakes or other physical contact during periods of severe or high community transmission
- Avoiding close contact with sick people
- Practicing respiratory etiquette, including covering coughs and sneezes
- Immediately reporting unsafe or unsanitary conditions on Company premises to the shift leader
- Seeking medical attention and/or following medical advice if experiencing COVID-19 symptoms
- Complying with self-isolation or quarantine orders

Employees have participated in training regarding knowledge of virus symptoms and proper use of PPE prior to returning to work.

b. Supplemental Measures Upon Notification of Employee's COVID-19 Diagnosis and/or Symptoms

An employee with a COVID-19 diagnosis or an employee who displays symptoms consistent with COVID-19 must be immediately removed from the worksite.

In response to a confirmed diagnosis or display of COVID-19 symptoms, The Oasis:

- Informs all employees with and near whom the diagnosed/symptomatic employee worked of a potential exposure
- Keeps confidential the identity of the diagnosed/symptomatic employee
- Conducts deep cleaning of the diagnosed/symptomatic employee's workstation, as well as those common areas potentially infected by the employee

All employees who worked in sustained, close proximity (within 6 ft for a cumulative total of 15 minutes or more over a 24-hour period starting from two days before illness onset or, for asymptomatic patients, two days prior to test specimen collection) to the diagnosed/symptomatic employee are required to follow isolation guidelines appropriate for the current level of community transmission. See current guidelines defined below.

c. Worker Exposure Classification

Employees' "worker exposure" is classified as medium risk by the Occupational Safety and Health Administration's guidance because they frequently and/or closely interact with the general public.

Given this classification, The Oasis provides the following controls in addition to the above-summarized prevention efforts: installing physical barriers at check-in desks, limiting exposure to the general public, and minimizing face-to-face contact. Notices are posted informing guests of the CDC's recommendation that masks be worn in any enclosed public space. Notices also inform guests not to enter if they are/have recently been sick.

2. Identification and Isolation of Sick and/or Exposed Employees

Risk and exposure determinations are made without regard to employees' protected characteristics, as defined by local, state, and federal law.

Any health-related information and documentation gathered from employees is maintained confidentially and in compliance with state and federal law. Specifically, medical documentation is stored separate from employees' personnel documentation.

a. Employees' Self-Monitoring

The following employees should **not** report to work and, upon notification to The Oasis, will be removed from the regular work schedule:

- Employees who display COVID-19 symptoms, such as fever, cough, shortness of breath, sore throat, new loss of smell or taste, and/or gastrointestinal problems, including nausea, diarrhea, and vomiting, whether or not accompanied by a formal COVID-19 diagnosis

Employees who develop symptoms during their shift must immediately report to their supervisor/shift leader.

Such employees may only resume in-person work upon meeting all return-to-work requirements, defined below.

b. Return-to-Work Requirements

Employees who were themselves diagnosed with COVID-19 may only return to work upon the cessation of symptoms and contagiousness.

Under the symptom-based strategy, employees may discontinue isolation and return to work upon achieving the following conditions:

- At least 1 day (24 hours) have passed since recovery defined as resolution of fever without the use of fever-reducing medications
- If symptoms have improved or no symptoms developed, may return after day 5 and wear a well-fitting* mask, for 5 more days (ending after day 10)

Employees who came into close contact with, or live with, an individual with a confirmed diagnosis or symptoms must wear a well-fitting mask* around others for 10 days after exposure, and monitor for symptoms. Exposed employees should test 3-7 days after exposure or if symptoms develop.

3. Workplace Flexibilities and Potential Benefits for Employees Affected by COVID-19

The Oasis is temporarily suspending the adverse effects for *eligible* absences.

In addition, employees may be eligible for unpaid leaves of absence.

Employees may be permitted to utilize available paid time off provided under PTO and Sick policies concurrently with or to supplement any approved leave.

The Oasis will contribute 8 PTO hours to an employee's PTO bank for each dose of COVID-19 vaccine (including CDC recommended booster doses) ***received during their employment***. Proof of vaccination must be sent to Jen Morrow within 6 weeks of receiving vaccines/boosters in order to qualify for this benefit.

a. FMLA and ADA

Employees may be entitled to unpaid leave under the Family and Medical Leave Act ("FMLA") if their absence is related to their own serious health condition or that of a family member. COVID-19 may constitute a serious health condition where "complications arise."

The Oasis is mindful of its obligations under the Americans with Disabilities Act ("ADA"). Specifically, if an employee requests an accommodation because of a condition that may be complicated by COVID-19 (e.g., cystic fibrosis, emphysema, COPD), then The Oasis engages in the interactive process to provide a reasonable accommodation.

4. Plan Updates and Expiration

This Plan responds to the COVID-19 outbreak. As the pandemic progresses, The Oasis will update this Plan and its corresponding processes.

This Plan will expire upon conclusion of its need, as determined by The Oasis and in accordance with guidance from local, state, and federal health officials.

**A well-fitting mask is defined by the local health department as a KN95 or N95 mask*