



Date: June 1, 2020
To: All Lacks Enterprises, Inc. Employees
Re: Dr. Hall's COVID-19 FAQ from Video

Question 1 - How is Lacks managing employees with positive COVID-19 tests?

Cases are brought to the attention of the supervisor or HR rep. by the employee. The HR rep then follow the Lacks Playbook. This includes activating deep cleaning of the involved employee's work area and interviewing the employee to find out who they had close contact with while at work. The employee with the positive test is advised to stay home until cleared by their personal physician or the Kent County Health Department. The duration is usually at least 10 days and specifics depend upon whether there are symptoms and other factors. The employee's name is kept confidential. The HR rep and I work together on this and statistics are kept so we can consider additional steps as needed if patterns of infection develop in plants.

Question 2 - What are the steps in managing a close contact?

A close contact of someone with COVID-19 is defined in the playbook. After the HR rep. has informed, me they notify each contact and advise them about the contents of the close contact instruction letter found in the playbook and give the employee a copy. Key items from that are that the contact can work, but during the 14 days from the time of their last contact with the person with COVID-19 they need to wear a mask at all times at work, take their temperature twice daily at home, and have their temperature taken once per shift at work. Testing is recommended but not required. As a point of clarification, only those with direct contact as defined in the playbook, need this special attention. Others, including people the contact is around, continue standard precautions common to everyone.

Question 3 - Should I expect to see cases at my plant increase as my co-workers return to work?

It is hard to predict where and how many cases we may see. It is likely that there will be some increase in cases overall in Lacks and in the community as things open up. However, the steps Lacks has taken are designed to minimize the chances of infection while at work. We are ready to make adjustments in the plan where needed if we see spikes in cases. Also, Lacks is opening slowly to allow monitoring of the plan.

Question 4 - Why is it important to socially distance, wear masks, and wash hands frequently?

This is still extremely important along with staying home if you are ill as these items are all fully under each of our own control and are the most powerful tools to fight the spread of the virus. We all want to be able to earn a living, contribute, and live our lives to the fullest, but this is a special time calling for special measures in order for us to safely begin to do those things again.

If you have general questions for around COVID-19 be sure to submit them either to Jenn Groendyke at Jenn@LacksEnterprises.com, or via a private message through our Facebook page and we may use it in our next video/FAQ session.