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March 11, 2021

To: Concerned Parties

From: Tony Vaughn  
President

Subject: Texas Almet Covid-19 Plan

The following outlines Texas Almet's mitigation plan for Covid-19. Note that the company and its employees will comply with any federal, state or local government requirements that exceed the requirements in this document.

Effective March 10, 2021, Texas Governor Greg Abbott cancelled prior executive orders regarding Covid-19 mitigation efforts at the state level. At this time, Texas Almet continues to follow the previous guidelines for manufactures established by the Texas Department of State Health Services. These guidelines match the current CDC guidelines well. We will review our use of these guidelines on a semi-monthly basis until Covid-19 mitigation is deemed no longer necessary. Considerations for removing use of the guidelines will include local daily new case counts, percentage of hospital beds occupied by Covid-19 patients in Tarrant County, TX, and the number of employees that have been vaccinated. Previously this document included a link to the guidelines in use however, the State of Texas may drop them from its web page so they are now included below.



## ☒ CHECKLIST FOR MANUFACTURERS

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**Non-CISA manufacturing facilities may operate up to 75% of the facility's total listed occupancy. All employees and customers must wear a face covering (over the nose and mouth) wherever it is not feasible to maintain six feet of social distancing from another individual not in the same household.**

The following are the minimum recommended health protocols for all manufacturers choosing to operate in Texas. Manufacturers may adopt additional protocols consistent with their specific needs and circumstances to help protect the health and safety of all employees, contractors, and customers.

*The virus that causes COVID-19 can be spread to others by infected persons who have few or no symptoms. Even if an infected person is only mildly ill, the people they spread it to may become seriously ill or even die, especially if that person is 65 or older with pre-existing health conditions that place them at higher risk. Because of the hidden nature of this threat, everyone should rigorously follow the practices specified in these protocols, all of which facilitate a safe and measured reopening of Texas. The virus that causes COVID-19 is still circulating in our communities. We should continue to observe practices that protect everyone, including those who are most vulnerable.*

Please note, public health guidance cannot anticipate every unique situation. Manufacturers should stay informed and take actions based on common sense and wise judgment that will protect health and support economic revitalization. Manufacturers should also be mindful of federal and state employment and disability laws, workplace safety standards, and accessibility standards to address the needs of both workers and customers.

### Health protocols for your employees and contractors:

- ☐ Train all employees and contractors on appropriate cleaning and disinfection, hand hygiene, and respiratory etiquette.
- ☐ Screen employees and contractors before coming into the manufacturing facility:
  - ☐ Send home any employee or contractor who has any of the following new or worsening signs or symptoms of possible COVID-19:

– Cough	– Sore throat
– Shortness of breath or difficulty breathing	– Loss of taste or smell
– Chills	– Diarrhea
– Repeated shaking with chills	– Feeling feverish or a measured temperature greater than or equal to 100.0 degrees Fahrenheit
– Muscle pain	– Known close contact with a person who is lab confirmed to have COVID-19
– Headache	
  - ☐ Do not allow employees or contractors with new or worsening signs or symptoms listed above to return to work until:
    - In the case of an employee or contractor who was diagnosed with COVID-19, the individual may return to work when all three of the following criteria are met: at least 3 days (72 hours) have passed *since recovery* (resolution of fever without the use of fever-reducing medications); and the individual has *improvement* in symptoms (e.g., cough, shortness of breath); and at least 10 days have passed *since symptoms first appeared*; or
    - In the case of an employee or contractor who has symptoms that could be COVID-19 and does not get evaluated by a medical professional or tested for COVID-19, the individual is assumed to



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have COVID-19, and the individual may not return to work until the individual has completed the same three-step criteria listed above; or

- In the case of an employee or contractor who has symptoms that could be COVID-19 and does not get evaluated by a medical professional or tested for COVID-19, the individual is assumed to have COVID-19, and the individual may not return to work until the individual has completed the same three-step criteria listed above; or
- If the employee or contractor has symptoms that could be COVID-19 and wants to return to work before completing the above self-isolation period, the individual must obtain a medical professional's note clearing the individual for return based on an alternative diagnosis.

☐ Do not allow an employee or contractor with known close contact to a person who is lab-confirmed to have COVID-19 to return to work until the end of the 14 day self-quarantine period from the last date of exposure (with an exception granted for healthcare workers and critical infrastructure workers).

☐ Have employees and contractors wash or sanitize their hands upon entering the manufacturing facility.

☐ Have employees and contractors maintain at least 6 feet separation from other individuals. If such distancing is not feasible, other measures such as hand hygiene, cough etiquette, cleanliness, and sanitation should be rigorously practiced.

☐ If a manufacturer provides a meal for employees and/or contractors, the manufacturer is recommended to have the meal individually packed for each individual.

☐ Stagger schedules for employees to minimize close contact:

☐ Stagger break time schedules to minimize interactions between employees and/or contractors.

☐ Stagger start and end times for employees and/or contractors in each shift.

### Health protocols for your facilities:

☐ Regularly and frequently clean and disinfect any regularly touched surfaces, such as doorknobs, tables, chairs, and restrooms.

☐ Disinfect any items that come into contact with customers.

☐ If 6 feet of separation is not available for employees and/or contractors in the manufacturing facility, consider the use of engineering controls, such as dividers between individuals, to minimize the chances of transmission of COVID-19

☐ Make hand sanitizer, disinfecting wipes, soap and water, or similar disinfectant readily available to employees, contractors, and customers.

☐ Consider placing [readily visible signage](#) at the manufacturing facility to remind everyone of best hygiene practices.

☐ For manufacturing facilities with more than 10 employees and/or contractors present at one time, consider having an individual wholly or partially dedicated to ensuring the health protocols adopted by the manufacturing facility are being successfully implemented and followed.