



ORGANIZATIONAL ANNOUNCEMENT

TO: AES Employees working at a North Slope ConocoPhillips Alaska Site
FROM: AES Human Resources and QHSET Department
SUBJECT: AES Memo- Antibody Testing
DATE: August 4, 2020

To employees and contractors traveling to the North Slope,

As part of ongoing mitigation efforts to reduce the risk of COVID-19 within the workforce, ConocoPhillips Alaska (COPA) will begin offering voluntary COVID-19 antibody tests (IgM and IgG Rapid Test), to North Slope employees and contractors beginning Monday, August 3 at the Ted Stevens Anchorage International Airport. This testing is completely voluntary and offers another screening tool for personnel working in our North Slope operations to help identify potentially infected individuals with no symptoms.

Please note that if a person traveling to the Slope tests positive for IgM, the person will be denied boarding and provided with the Exit Instructions and directed to obtain a COVID-19 PCR diagnostic test (if you'd like to see COPA's instructions visit our website at asrcenergy.com/field-employees). Beacon will relay to COPA medical, the person's supervisor, and ConocoPhillips Aviation (and COPA HR for COPA employees) that the person is not medically cleared. This testing option does not otherwise change the COPA airport screening process or the need to complete the Personal Protective Plan after arriving on the slope for individuals who have been out of state. Employees who receive positive test results on the voluntary antibody tests will not be eligible for sick pay while they wait for the results of their COVID-19 test.

We highly encourage you to wear masks while traveling and in public locations. Please do not come to work if you have: 1) been in close contact with a person known or suspected to have COVID-19; or 2) if you have any signs of communicable illness (examples, cough, fever, sore throat, runny nose, body aches, or breathing difficulties).

If any of these circumstances apply to you or if reasonable accommodation is needed, please contact your supervisor or HR Employee Relations at aesemployeerelations@asrcenergy.com or (907) 334-1688 and press option 1 to speak to a live representative. If all representatives are busy, please leave a message so they can return your call. AES complies with federal and state disability laws and makes reasonable accommodations for employees with disabilities.