



TO: North Slope Bound Employees
FROM: AES HR Department
SUBJECT: COVID-19 FAQs
DATE: November 6, 2020

We recently released a memo and exit instructions in response to many of our Clients beginning mandatory COVID-19 PCR Diagnostic (CPD) testing for northbound slope travelers. Since then we have received questions from employees regarding this issue and other COVID-19 related matters which are addressed with this FAQ memorandum.

1. What is the most important thing I can do to minimize confusion and personal costs related to testing positive at the airport?

The most important thing individuals can do to prevent confusion and personal costs is to be prepared and have a plan that addresses the following issues not covered by the AES Exit Instructions if you test positive for COVID-19:

1. Have everything needed in the event you must isolate locally following a positive CPD (consider clothes, medications, toothbrush, etc.)
2. Determine where, **specifically**, you will conduct isolation and how you will get there if you have a positive CPD test.

Please note that all out-of-state employees and Alaska residents that live off the road system are strongly recommend to test for COVID-19 within 96 hrs. of taking the CPD test at the airport to reduce out of pocket expenses (see AES Memo Client Implementation of Mandatory COVID-19 PCR Diagnostic Testing for the full details including eligibility).
<https://www.asrcenergy.com/field-employees/>

2. How will the Company assist employees who test positive after taking the CPD test?

The amount and type of assistance depends primarily on whether the employee conducted a COVID-19 pretest within 96 hours of taking the mandatory CPD or not. See November 4th, 2020 Memo for the full details (see AES Memo Client Implementation of Mandatory COVID-19 PCR Diagnostic Testing <https://www.asrcenergy.com/field-employees/>)

3. What options are there for employees who need transportation back to airport parking?

1. Consider parking within walking distance from the airport.
2. Park at a garage that offers to bring your car to you at the airport (we are aware that Alaska Park (907) 222-4002 will do this in Anchorage and there may be others).
3. Call Alaska Splendor Limo at (907) 240-4675 and ask for the AES rate of \$137.50 for local transportation (best rate we have found for COVID-19 positive individuals).



4. Can a person begin isolating in one location, such as a local hotel, but then choose to finish isolation at another location?

Generally, yes, however you will need a plan to prevent the spread of disease to others during movement to the new location and while at the new location. For instance, you should avoid using public transportation, ride-sharing, or taxis for such movement. There are a small number of transportation services that specifically transport COVID-19 positive individuals (see AES COVID-19 PCR Testing Program Exit Instructions or visit <https://www.asrcenergy.com/field-employees/> for this information).

5. Can an employee ask someone to pick them up at the airport?

Individuals who test positive for COVID-19 during the mandatory PCR testing will be asked by Beacon to describe their exit and isolation plan to ensure the plan minimizes exposure to others. We recommend that your plan address effective social distancing and the wearing of a face covering).

6. If an individual is eligible for sick pay but has already used 40 hours this year, will he or she be eligible to receive additional sick-pay if prevented to fly due to a positive CPD test result?

Generally, no, although you may contact Human Resources if you think special circumstances apply.

7. What happens if I've been identified as a close-contact (personal) while on R&R?

Please contact AES HR or your supervisor to review client requirements. If you are COVID-19 negative and miss work to comply with the necessary wait periods, please talk to your supervisor to identify future work-over opportunities.

8. Some places in the L48 won't test on the weekend except at an emergency room. Can we take a test Friday if we fly up Tuesday night to get to Anchorage to get onto our flight on Wednesday?

Tests must be completed no more than 96 hours before taking the mandatory CPD test in Anchorage or Fairbanks. If an in-person test is not available on the weekends, other at-home test options include:

- Pixel system from LabCorp – nasal swab, \$119
- Everlywell COVID-19 Test Home Collection Kit – nasal swab, \$109
- Vault Health – saliva test, \$150
- Picture Genetics – nasal swab, \$119
- Azova – saliva test, \$129
- ImmunitiRx – saliva test, \$225

It is strongly recommended you order your home collection kit well in advance of your departure from home to increase the likelihood of meeting the pre-testing requirements.



9. What type of COVID-19 test will AES accept?

The test must be a molecular-based SARS-CoV-2 test and not an antibody or antigen test.

10. If we receive a positive test and we find out the results prior to getting our test in Anchorage, how will that be handled?

If you test positive and know the results prior to getting tested in Anchorage, contact your supervisor to discuss flight changes. Employees who are eligible to participate in the Sick Pay program should contact Human Resources to initiate an application. When possible, efforts will be made to coordinate a future work-over opportunity to cover days not covered by the Sick Pay Program. Employees who miss more than three days of work will need to clear the AES HR Return To Work process and COP HR Connections (for COPA locations). If you are on an approved leave due to testing positive for COVID-19 and have elected short term disability, please contact Hartford directly after satisfying a wait period of 14 days. Note testing positive for COVID-19 is not an immediate qualifier to receive your short-term disability benefits.

11. Conoco is stating that CPD testing is mandatory and employees can be terminated for not complying. Is this also the case for AES employees?

Per Conoco requirements, those who refuse testing will be denied boarding and not allowed to fly to the North Slope on COP Aviation. If an AES Employee refuses testing, his or her name will be provided to AES HR for internal review. Refusal to test could be the basis for termination.

12. Does AES have the right to allow mandatory testing of employees even if the employee doesn't agree?

Yes. Given state and federal assessments of the risk that COVID-19 presents, the U.S. Equal Employment Opportunity Commission has authorized mandatory COVID-19 testing before employees may enter a worksite.

13. Will my tests results be treated as confidential?

The test results will be kept confidential by our contracted medical provider that administers the test, except for those persons who reasonably need to know the information - for example, COPA Medical, COP HR Connections, and the State of Alaska (to the extent reporting is required).

14. Why are Clients choosing to use a test that has not been FDA approved?

On February 4, 2020, the Secretary of the Department of Health and Human Services determined that the public health emergency justified the emergency authorization of in vitro diagnostics for the detection and/or diagnosis of COVID-19. This means that COVID-19 tests that test for SARS-CoV-2 are authorized for use while undergoing the formal FDA approval process.



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AES is committed to providing a safe workplace for all of its employees and will continue to monitor the situation and make updates as necessary. AES reserves the right to adopt additional requirements and procedures based on the circumstances.

To contact Human Resources Employee Relations, please call (907) 339-6401.