



Rail Events Productions (REP) COVID-19 Operating Plan

Amidst the COVID-19 pandemic REP has created the below Operating Plan in conjunction with TSA and FRA requirements for transportation, CDC guidance, State Executive Orders, Public Health Orders, and local government / health department requirements and applies to all Rail Events Productions remote event locations. This document is effective August 1, 2021 and supersedes all previous American Heritage Railways (AHR) Employee Return to Business Plan and Company Covid-19 Operating Plans previously applied to REP except when performing work on other AHR owned properties or other licensed Host Venues.

I. Passengers/Guests:

- 1. Face Mask or Cloth Face Coverings:** Passengers/Guests will be directed to wear face masks or cloth face coverings in areas where required by any regulatory agency having jurisdictional oversight. Current regulations require masks in the following locations however this is subject to change:
 - a. All event locations – onboard the train (enclosed cars)
 - b. Public area indoor spaces such as in train stations, museums, and depots
 - c. Where required by the Host Venues
- 2. Signage:** Signage will be placed by entrances to each of the locations outlining the requirements for face masks/coverings to be worn.
 - a. In areas not requiring facemasks, passenger/guest facing signage and messaging will be provided strongly encouraging those not fully vaccinated to wear a face mask or cloth face covering in line with CDC guidance.

II. Employees:

- 1. AHR has designated the following COVID Workplace Coordinator** to implement and oversee the administration of the following Operating Plan.
 - a. AHR - Kelly Schultz
 - b. Onsite COVID Coordinators will also be established at each event location.
 - i. Production Manager – Primary
 - ii. Front of House & Business Manager – Secondary
- 2. At-Risk / Vulnerable Employees:** Any employee currently working or returning to work that has concerns with their ability to work safely within the framework outlined in this document are encouraged to contact their direct Manager/Supervisor and/or the HR department to discuss their specific situation and determine a best course of action, including reasonable accommodation that may allow them to work onsite in a safe manner that will protect their health.
- 3. A COVID-19 Symptom Screening Plan:**
 - a. Employees are encouraged to take their own temperature at home to be aware of any COVID-19 symptoms. If an individual becomes aware of potential COVID-19 symptoms as outlined below they need to call their onsite COVID Workplace Coordinator (as identified in II. 1. b.) or the AHR COVID Workplace Coordinator, in that

Order, to provide the company the necessary information. The individual will then be directed on next steps.

- i. Employees are not to report onsite if they have any of the following:
 1. Fever, as defined by a temperature of more than 100° F.
 2. A new or worsening cough.
 3. Shortness of breath or difficulty breathing.
 4. Any 2 of the following: headache, chills, muscle pain, sore throat or new loss of taste or smell.

4. Plan for a Positive COVID-19 Test Result

- a. If any employee tests positive for COVID, a HIPAA compliant notification will be sent to all employees of that company/work location.
- b. The company will notify the local health department immediately and provide them a list of potentially exposed staff and their contact information.
- c. The company will begin an internal contact tracing utilizing the Contact Tracing Questionnaire.
- d. Any employee that tests positive for COVID-19 will self-isolate and not return to company property until they are fever-free without medication for 24 hours; and 10 days have passed since their first symptom; and they have been approved by the COVID Workplace Coordinator for return to work. If an employee tests positive and is asymptomatic, they should be in isolation for 10 days starting with the date of the positive test. If an employee is asymptomatic when they test positive but develop symptoms after the test, they should continue to isolate for 10 days starting with the date their symptoms started; and until they are fever-free without medication for 24 hours; and 10 days have passed since their first symptom; and they have been approved by the AHR COVID Workplace Coordinator for return to work.
- e. Employees that have been identified as being in close contact, per the CDC close contact definition, will be asked to remain off company property for 14 days from their last contact with the positive case and will be asked to follow best practices set forth by the CDC. Work from home capabilities can be discussed with their immediate supervisor.
- f. If an employee is vaccinated and identified as a close contact they will not be required to quarantine if; they have been fully vaccinated as required by the specific vaccine they receive; and their date of exposure is after the required time has elapsed after their final dose to reach the full level of efficacy based on CDC guidelines. The employee must be vigilant in observing themselves for the development of symptoms for the full 14 days after exposure.
- g. If the positive case is determined by testing to be positive for a non-variant of SARS-CoV-2 then the following shortened quarantines may be implemented for close contacts at the company's discretion:
 - i. For close contacts who have monitored themselves daily; and have not had any symptoms of COVID-19, quarantine can end after 10 days. In this instance, individuals meeting these criteria can resume their usual activities beginning on day 11 after exposure. They should continue to monitor themselves daily for symptoms for the full 14 days following exposure.
 - ii. For contacts who have monitored themselves daily for symptoms; and have

not had any symptoms of COVID-19; and have tested negative on a molecular or antigen test collected within 48 hours before quarantine is ended, quarantine can end after 7 days. In this instance, individuals meeting these criteria can resume their usual activities beginning on day 8 after exposure. They should continue to monitor themselves daily for symptoms for the full 14 days.

- iii. In no circumstances can quarantine be end before 7 full days of quarantine have passed since exposure. If someone is released from quarantine early and they develop any symptoms of COVID-19 illness in the 14 days following their exposure, they must isolate immediately and notify public health.
- iv. Any employee returning to work after a shortened quarantine maybe be required to observe more restrictive practices.
- h. Employees that have NOT been identified as being in close contact, per the CDC close contact definition, will be able to continue work on company property while observing extra vigilance to the Return to Business Plan and monitoring potential symptoms.

5. Face Masks or Cloth Face Coverings will be required to be worn by employees in the designated areas outlined above in I.1.a and where passengers/guests are directed to wear them. The company will provide masks / face coverings for employees. The style provided and required may vary based on job duties and work location. The intent is to eliminate any global exceptions to the policy since REP anticipates being approached with the need for reasonable exceptions.

- i. Any exceptions will be handled on a case-by-case basis taking note of complications with performance of duties or ADA exceptions.
- ii. In areas covered by face mask requirements, employees who are approved for a medical or religious vaccination exemption will be require to wear a face mask or cloth face covering in line with CDC guidance.
- iii. In areas not covered by face mask requirements, employees who are not fully vaccinated are strongly encouraged to wear a face mask or cloth face covering in line with CDC guidance.

6. Gloves

- a. Gloves will be required for specific cleaning staff and food handling.
- b. Gloves will be recommended for any employee that feels safer with them.
- c. Gloves will be recommended for sharing of common tools.
- d. Gloves will be provided by the company and must be disposed of after use.

7. Cleaning Plan – Cleaning plans will be enhanced to outline general plans for all locations based on CDC recommended practices. Specific modifications will be made by onsite REP staff to best fit the plan to individual locations. The cleaning plan enhancements will focus on addressing shared equipment and tools, props, costumes, common spaces, food handling etc. Frequent sanitizing will be required for any items used by multiple employees. Each REP event location will have a designated on-duty janitorial employee to handle significant janitorial issues and assist with ongoing cleaning.

8. COVID-19 Vaccinations will be required for all production employees or contractors working onboard the train, at rehearsals, during the load in or load out of the event, and are strongly encouraged for all other employees. Except in the case of the following exceptions:

- a. Employees only working in exclusively Front of House positions.
- b. Children who are not yet eligible for the vaccine as set forth by CDC guidance.
- c. Those who are approved for a medical or religious exemption.