

# MARINE RE-ENTRY PLAN

## RE-ENTRY

We are continuing to adjust as needed as this current situation continues to evolve. As you may have seen, the U.S. federal government has implemented a three-phase process for opening the economy. States are also implementing their own phases of opening for business. We in Marine have developed our back-to-work protocol in alignment with both federal and state guidelines.

As of today, May 4, we are continuing to operate with business essential employees only reporting to work and all others telecommuting. The chart below shows the key points for how Marine Transportation will continue to operate until further notice. Our intention is to continue to operate in this state until the federal government implements Phase III and Kentucky implements the equivalent level of return to work.

The current guidance is for Phase I and Phase II to be successfully implemented for 14 days each without any uncontrolled outbreaks before progressing to the next level. Kentucky anticipates implementing Phase I effective May 11. Based on this timing, we anticipate Catlettsburg-based Marine employees currently working remotely to continue to work remotely until approximately June 8. Marine employees based in Findlay, OH will return when the Findlay Office Complex implements Phase III. As of today we do not have an estimated date other than early June. Marine employees based in Louisiana, Texas, California, Washington, and Alaska can anticipate normal return to the office when the Phase III equivalent is implemented at your work locations. We are monitoring each of our locations for anticipated timing and will provide updates for estimated dates when they are available.

Employees in this working arrangement who may need to be present in the office or field location between now and Phase II may do so only with department manager's permission.

## SIX TENANTS OF PREVENTION

- Take care of yourself
- Practice social distancing - 6'
- Wash your hands (20-30 seconds)
- Avoid touching your face
- Cough into your elbow
- If you are sick - stay home

## CURRENTLY IN PLACE

- Only essential workers on site
- Telecommuting
- Self-screening
- Face coverings will be required for all employees while at work per the state of Kentucky - the only exceptions include eating, etc., as written by Kentucky
- Two face coverings provided by company
- Face coverings for all non-crew members on vessel and strongly encouraged for crew
- Face coverings strongly encouraged in crew vehicles
- Travel restrictions
- Social distancing 6'
- Disinfecting
- Groups of 10 or less
- Contact with medical with any concerns
- Conference/breakroom capacity restrictions
- Daily pre-work temperature checks may be implemented if required by the state of Kentucky

## PHASE 3

- Resume unrestricted staffing, worksites, meeting, common areas, and business travel
- Unrestricted business travel may occur to areas that have been deemed safe