
BOYLER'S ORNAMENTAL IRON

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"One Hundred Years of Craftsmanship"

Notification Policy on COVID-19 Status

As we continue to assess the potential impacts of the Coronavirus, employee health and safety, and that of our customers, remains our top priority.

In order to protect our facility and workplaces, Boyler's is outlining its policies and following requirements, effectively immediately as it relates to COVID-19.

Boyer's will be required to notify its customers within 24 hours when there is a confirmed positive test for COVID-19 with an employee who works at or travels to a customer's site. This notification will not include the individual's name, but will include the following details:

- Boyler's employee work or travel locations
- Specifics on dates/times that they were at the customers location
- Degree of contact with other individuals

In addition, we will require any individual with a positive COVID-19 diagnosis to self-quarantine (outside the workplace) until symptom-free and 14 days past the onset of the symptoms.

If an employee presents at work with symptoms generally associated with COVID-19 (e.g., fever or difficulty in breathing), Boyler's may send the employee home and require the employee remain at home to protect others in the workplace from being infected for the recommended 14-day quarantine period. This policy is in direct correlation with the Americans with Disabilities Act's (ADA) direct threat defense, that the employee's presence would be a "direct threat" to the health or safety of the employee or others that cannot be reduced or eliminated by reasonable accommodation.

Additionally, Boyler's will follow the Centers for Disease Control ("CDC") recommendations that employees who have symptoms of acute respiratory illness are to stay home and not come to work until they are free of fever (100.4° F/37.8° C or greater using an oral thermometer), signs of a fever, and any other symptoms for at least 24 hours, without the use of fever-reducing or other symptom- altering medicines (e.g., cough suppressants).

This Policy does not alter either party's obligation to perform under the terms of the agreement. Further guidance in response to the Coronavirus pandemic will be provided on a case-by-case basis as we continue to coordinate continuity of operations with each client.

Boyer's will continue to closely monitor information from the World Health Organization, CDC and local health officials in the communities we serve. We will evolve our response as necessary, adjusting processes and sharing information to protect our customers, employees and communities.

Bruce A Boyler - President