



COVID-19 ADDENDUM

June 17, 2022

At the Monterey Bay Aquarium our priority is to maintain a safe working environment for our staff and contractors. You are receiving this letter because your organization is scheduled to perform construction related activities according to the terms of the contract governing the scope of the work to be performed.

To prevent the possible spread of the COVID-19 virus the Monterey Bay Aquarium has implemented guidelines for contractors and vendors which are attached hereto. These protocols are intended to prevent transmission of COVID-19 among contractor employees as well as Aquarium staff. Additional information and resources related to these guidelines can be found at:

www.montereybayaquarium.org/contractors

Vaccinations

The Pfizer/BioNTech and Moderna COVID-19 vaccines received full FDA approval and the Aquarium is requiring vaccination for staff and volunteers. Effective immediately, this mandatory vaccination policy also applies to contractors, their employees and sub-contractors (contractors) who work on-site at the Aquarium and its other facilities. Vaccines provided by Pfizer, Moderna and Johnson & Johnson are accepted. A negative PCR (polymerase chain reaction) coronavirus test result may be submitted in lieu of vaccination. PCR tests must be taken within 3 days of the on-site date to be accepted. PCR tests must continue to be performed every 3 days for the duration of on-site work. Contractors who test positive for COVID-19 must not come on-site and must inform their supervisor and/or Aquarium Project Manager. Contractors working on-site at the Aquarium must carry and show proof of vaccination (vaccination record) or a negative test result upon request by Aquarium Security or the Project Manager. Additional physical distancing precautions for unvaccinated contractors, their employees, and unvaccinated sub-contractors, may be requested and implemented by Aquarium Project Managers overseeing the scope of contract work on Aquarium property in order to further protect Aquarium staff and other contract work groups.

Masks

Effective immediately, all contractors working on-site at the Aquarium are required to wear masks when working on site, regardless of vaccination status, in all indoor areas. Unvaccinated contractors working on-site at the Aquarium are required to wear N95 respirators that do not have exhalation valves. Masks are also required in public outdoor areas where interaction with others is likely (i.e. our outdoor decks). Masks must be compliant with CDC guidelines. Contractors that do not comply with vaccination and mask policies will be asked to leave the premises and risk violating contract terms.

The sensitivities and varied perspectives around vaccination and masking are understood by Aquarium management. Nevertheless, the Aquarium has the responsibility to enact policy in the best interest of the health and safety of employees, guests, and contractors. For this reason, individuals who decline to demonstrate vaccination status will be deemed unvaccinated and required to comply with COVID-19 testing and N95 mask mandates stated above, or will be asked to leave the property.

In addition to the attached guidelines, Monterey Bay Aquarium requires all contractors and their officers, employees, agents, representatives, independent contractors, and sub-contractors to follow all Federal, State, and County laws, rules, regulations, and guidelines related to COVID-19 safety measures in the workplace and on construction sites. Links to more information are provided below.

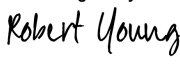
You hereby acknowledge and agree that you have read and agree to the terms stated herein. Further, you hereby acknowledge and agree that you will educate yourself and your officers, employees, agents, representatives, independent contractors, and sub-contractors (the Company) regarding all Federal, State, and County laws, rules, regulations, and guidelines related to COVID-19 safety measures in the workplace and on construction sites and agree to enforce such laws, rules, regulations, and guidelines.

You hereby acknowledge and agree that all officers, employees, agents, representatives, independent contractors, and sub-contractors must check-in with Monterey Bay Aquarium security upon arrival and follow any addition safety protocols required by Monterey Bay Aquarium staff.

In addition, you acknowledge and agree that a failure to abide by Monterey Bay Aquarium's guidelines for contractors and vendors, and all Federal, State, and County laws, rules, regulations, and guidelines related to COVID-19 safety measures in the workplace and on construction sites will result in immediate termination of the contract for cause.

These policies are a condition of your contract with the Aquarium. By signing your contract for work, you are agreeing to abide by these guidelines.

Monterey Bay Aquarium

DocuSigned by:

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Robert Young

VP of Finance

Below are several links to the safety requirements and guidelines that the federal, state and local governments have in place for Contractors/Construction Sites and for Indoor Workspace.

- CDC Business and Workplace Guidance:
<https://www.cdc.gov/coronavirus/2019-ncov/community/workplaces-businesses/index.html>
- California Department of Health Industry All Guidance:
<https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/Guidance.aspx>
- CalOSHA Statewide Industry Guidance on COVID-19:
<https://www.dir.ca.gov/dosh/coronavirus/Health-Care-General-Industry.html>
- Guidelines to Prevent COVID-19 Spread at Work
<https://www.labor.ca.gov/coronavirus2019/employer-portal/>
- State of California—Health and Human Services Agency California Department of Public Health Guidance for the Use of Face Coverings
<https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/guidance-for-face-coverings.aspx>
- Monterey County Health Department Workplace Exposure Guidance:
<https://www.co.monterey.ca.us/home/showdocument?id=90872>
- Monterey County Health Department COVID-19 website: www.mtyhd.org