

COSTCO WHOLESALE CORPORATION SURVEILLANCE TESTING AND CONTACT TRACING PLAN

I. SCOPE

The purpose of this Plan is to establish surveillance testing and contact tracing guidelines to be followed by Costco Wholesale Corporation at the locations listed below (each location individually, the "workplace") to allow for exemption from New Mexico's Rapid Response Closure program under the current Public Health Order. Costco is identified as an "essential business" under the current Public Health Order and as a result, may take advantage of this exemption. This Plan is designed to assure that qualified personnel properly administer the surveillance testing program and gather and evaluate the information required to conduct contact tracing.

II. COVERED LOCATIONS

- A. 1420 N RENAISSANCE BLVD NE, ALBUQUERQUE, NM 87107
- B. 500 EUBANK BLVD SE, ALBUQUERQUE, NM 87123
- C. 9955 COORS BYPASS NW, ALBUQUERQUE, NM 87114

III. SURVEILLANCE TESTING

- A. All employees present in the workplace will be tested every two weeks for the duration of this Plan.
- B. Costco will establish a recurring testing schedule that provides overlap to ensure continuity of operations, and will test 50% of all employees each week, so that all employees are tested at least every two weeks. By way of example, Costco will divide employees into two equal groups: Group A and Group B. Employees in Group A will be tested during "Week A." Employees in Group B will be tested during "Week B." Testing will be conducted over a maximum of two consecutive days each week.
- c. Prior to the start of surveillance testing, Costco will provide all employees undergoing testing:
 - i. clear information on the purpose of the test, type of test, reliability of the test, who will pay for the test, and how the test will be performed.
 - ii. clear information on interpreting test results, actions to be taken depending on the test result, who will receive results, how the results will be used, and consequences for refusing to be tested.
- d. Testing will be conducted by a private provider of Costco's choice at Costco's expense. Costco will ensure the private provider utilizes a COVID-19 test that has been approved by the New Mexico Department of Health ("NMDOH").
- e. Employees testing positive will be instructed to self-isolate and will not be allowed return to work until they are no longer considered contagious. Costco will rely upon guidance provided in NMDOH's "Policies for the Prevention and Control of COVID-19 in New Mexico"¹ to determine when positive employees may return to work.
- f. Costco will ensure that no COVID-19 positive employees are knowingly allowed into the workplace.
- g. Costco's surveillance testing will be implemented in a manner that abides by all applicable laws protecting employee privacy and confidentiality.

¹ <https://cv.nmhealth.org/wp-content/uploads/2020/11/EPI-COVID19-Containment-Policies.10.30.20.pdf>

IV. CONTACT TRACING

- a. Costco will identify a COVID-19 coordinator who will be responsible for supporting NMDOH's contact tracing efforts within the workplace. The coordinator will provide NMDOH with contact tracing data and information according to the state's protocols.
- b. Upon confirming a COVID-19 positive employee, Costco will notify the New Mexico Environment Department's Occupational Health and Safety (OSHA) program within four (4) hours using the following online form:
<https://nmgov.force.com/rapidresponse/s/>
- c. Costco will identify and immediately isolate potentially contaminated work areas where the COVID-19 positive employee was in the workplace in the 5 days preceding their positive diagnosis until cleaning and disinfection is completed in accordance with current Centers for Disease Control and Prevention (CDC) guidance.²
- d. Upon identification of a COVID-19 positive employee, Costco will implement contact tracing protocols consistent with CDC guidance³ and the following State of New Mexico guidelines:
 - i. Close contacts are assessed from 48 hours prior to the date of onset of symptoms or 48 hours prior to test collection date for asymptomatic cases, including work, household, and social close contacts.
 - ii. A close contact is defined as: staying in the same close environment within 6 feet (2 meters) of a confirmed COVID-19 case for 3 minutes or more, or anyone who had contact with the employee's body fluids and/or secretions, such as being coughed on/sneezed on, shared utensils, or saliva while the employee was ill (beginning 48 hours prior to illness onset and continuing until resolution of illness).
- e. Costco will ensure that all close contacts of a COVID-19 positive employee are quarantined in accordance with NMDOH's "Policies for the Prevention and Control of COVID-19 in New Mexico."⁴
 - i. Costco considers certain employees to be "essential" and, in certain instances, may allow these employees to return to work to ensure continuity of operations. In such cases, Costco will ensure these employees follow strict mitigation protocols while in the workplace including:
 1. Testing negative following "exposure";
 2. Pre-screening for fever and symptoms each day;
 3. Regular monitoring;
 4. Wearing a face mask 100% of the time;
 5. Maintaining at least 6 feet distance from others;
 6. Maintaining full quarantine outside of work during the full quarantine period.

² <https://www.cdc.gov/coronavirus/2019-ncov/community/organizations/cleaning-disinfection.html>

³ <https://www.cdc.gov/coronavirus/2019-ncov/php/open-america/contact-tracing/index.html>

⁴ <https://cv.nmhealth.org/wp-content/uploads/2020/11/EPI-COVID19-Containment-Policies.10.30.20.pdf>

V. ADDITIONAL PROVISIONS

- a. Costco will post this plan in a conspicuous location in a common area for all employees to inspect for the duration of the period it remains in effect.
- b. Costco will train all employees on this Plan and will maintain documentation showing employees have been trained.
- c. Costco will keep records required by this Plan on site and will provide them to the State of New Mexico upon request.
- d. This Plan will remain effective for the duration of the New Mexico Emergency Declaration governing this Public Health Emergency or until Costco's participation in this exemption program ceases.

Costco reserves the right to amend this Plan to ensure it complies with State of New Mexico requirements.