

FATHOM RESOURCES LLC

COVID-19 OBSERVER DEPARTMENT OPERATIONS AND OBSERVER DEPLOYMENT PLAN

COMPANY OPERATIONS

Fathom management will monitor the successes and obstacles of this plan in real time implementing adjustments as necessary. In preparation for August 1, 2020 observer deployments resuming, Fathom will follow a phased in approach implementing Phase 1 on August 1st, 2020 to include heightened testing parameters for at a minimum of the first 30 days.

Summary:

Fathom COVID-19 Observer Deployment Plan covers the updated protocols for Fathom Management and Fathom Observers prior to deployment, during deployment and upon completion of deployment.

Under Phase I and Phase II; prior to all deployment's observer maintains clear communication on health status, maintains social distancing practices limiting travel to essential tasks, maintains body temperature checks and submits Fathom Observer Pre-deployment Affidavit prior to starting travel for any trip. Observers following updated protocols and found in good health will be scheduled trip assignments. Observer not maintaining proper communication and protocols or found to have had a health status change will not be deployed on an assigned trip.

Fathom observers will complete deployments from the region they reside in. Northeast observers residing in MA, RI, NH and ME will complete deployments within these noted Northeast states. Additionally, Fathom will prioritize observer assignments based on proximity to deployment port, previous deployment port and previous deployment vessel. On the day of assigned trip, observer is to travel directly from home to vessel without stopping. During deployment observer will utilize assigned PPE following safety protocols and maintain at minimum daily communication with Fathom through InReach. Daily InReach communication will include at minimum observer's daily temperature reading and current health status update. Between trip assignments observers are to maintain social distancing limiting their travel and interactions to essential tasks.

In a situation of an observer becoming ill at sea, Fathom staff will maintain in communication with observer, captain, FSB, and observer emergency contact. A plan will be determined based on the vessels landing date and port. Healthy observers upon landing will communicate with Fathom staff to assist with real time lessons learned and protocol updates.

Phase I:

In preparation for observer deployments resuming on 8/1/20, Phase 1 increased safety parameters will be followed for a minimum of 30 days running until at the earliest 8/30/20. Under Phase 1, as long as testing remains available as planned Fathom observers would complete COVID-19 testing prior to each deployment on a new vessel. Observers will quarantine between testing completion and trip deployment. Through good communication with the selected vessel on planned deployment date, Fathom will strive for no greater than 3 days between testing and deployment. In situations where back to back deployments on a single vessel is possible, the observer will maintain quarantined between these trips and would be tested once prior to the first trip on the vessel. While under Phase 1, Fathom management and observers will follow all other safety parameters noted in Fathom Resources COVID-19 Deployment Plan.

Phase 2:

To begin at the earliest on 8/31/20, Phase 2 would be followed for a minimum of 30 days. Under Phase 2, as long as testing remains available as planned Fathom observers would complete COVID-19 testing at least every 30 days. When possible, observers will be tested at a higher frequency which could be between each vessel assignment. Between testing periods, observers will limit travel and interactions to essential tasks. While under Phase 2, Fathom management and observers will follow all other safety parameters noted in Fathom Resources COVID-19 Deployment Plan.

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Phase 3:

Fathom management will monitor the successes and obstacles of the Deployment Plan and current Phases in real time implementing adjustments as necessary. With thorough evaluation and when deemed appropriate, Fathom could implement a Phase 3 approach to include lessened parameters than included in Phase 1 and Phase 2.

Fathom Staff Processes

Fathom management maintains communications with observers leading up to deployments resuming

1. discussing observer health status;
 - has observer tested positive for COVID-19 or has observer health care provider told observer to presume that you have COVID-19;
 - has observer been tested for COVID-19 and is awaiting result;
 - has observer been exposed to an individual who has been tested or diagnosed with or have been told that they are presumed to have COVID-19; or
 - has observer been experiencing COVID-19 symptom
2. discussing Fathom updated observer deployment protocols
3. discussing comfort for each to return to work when waiver lifted

Fathom updated observer deployment protocols, to include:

1. updated observer deployment protocols
2. newly implemented Fathom health assessment affidavit, for completion prior to leaving home for trip
3. updated observer deployment safety gear protocols to include PPE
4. updated observer daily communication deployment protocols
5. updated post trip protocols (meeting with Fathom staff, lessons learned)

Fathom observer pre-deployment affidavit

1. Fathom specific pre-deployment affidavit provided in paper form to each observer
2. form notes current observer health status to the best of their knowledge.
3. form will be completed by observer and submitted to Fathom on the day of trip assignment and prior to observer leaving home.
4. observer is not to start travel to trip until Fathom form is sent via picture text to Fathom.
5. if health status has changed observer is to NOT travel to trip assignment and must communicate to Fathom Staff ASAP.

Fathom updated trip coordination protocols

1. Fathom observers will complete deployments from the region they reside in. Northeast observers residing in MA, RI, NH and ME will complete deployments within these noted Northeast states.
2. Understanding the trip selection is random through NMFS selection process, Fathom will prioritize observer assignments based on the available observers' previous vessel or port covered.
 - when possible, an observer will be assigned to trips closest to their homeport
 - when possible, an observer will be assigned to back to back trips on one vessel.
 - when possible, an observer will be assigned to back to back trips out of one port.

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3. Fathom staff will complete first line of communication to selected vessel NOT observer. Communication to selected vessels point of contact (captain or owner) will include:
 - Fathom updated observer redeployment protocols to include observer health status update and PPE observer is assigned.
 - observer will have a form to give to each captain which will include a summary of Fathom protocols and Fathom contact information
4. Fathom staff will ask captain or vessel contact the NMFS approved questions:
 - In the past 2 weeks, have the captain and crew been following state mandates for travel, physical distancing, or any other restrictions and guidance in response to the current health crisis?
 - Do any crew members currently have two or more symptoms of COVID-19 (fever, chills, cough, shortness of breath, headache, sore throat, new loss of taste or smell)?
 - In the past 2 weeks, have any of the crew tested positive for, or been exposed to, someone who has tested positive for COVID-19?
 - Does the vessel have procedures in place to reduce their exposures to COVID-19?
 - Is there a response plan in place should someone show symptoms of COVID-19 during a trip?
 - Is there a supply of personal protection and sanitizing equipment, such as face coverings, hand sanitizer, etc., onboard the vessel for the crew?
5. observers following Fathom communication requirements, social distancing protocols and health assessment protocols will be assigned to selected trips. Maintaining Fathom required protocols leading up to, during and upon completion of deployment.
6. upon completion of trip, Fathom coordinator communicates with observer for trip debrief. Coordinator also communicates with vessel contact as able and necessary.

Fathom updated communication protocols with observers at-sea

1. Fathom will continue 24/7 on-call coverage, with a designated staff scheduled at all times.
2. Fathom monitors for observers required daily communication update to be sent between 10am-2pm through observer InReach.
 - Recording observer communication date, time, temperature reading and information from observer.
 - If no message received, Fathom sends message to observer InReach ensuring update obtained.
3. if observer notes through communication that they or vessel crew have developed symptoms associated with COVID-19, Fathom follows such protocols.

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Fathom Management Protocols – If Observer Develops COVID-19 Symptoms at Sea

In the event Fathom is notified by observer they have developed symptoms associated with COVID-19 while at sea, the following steps will be taken.

1. Fathom obtains information from observer to include:
 - observer health status update, is this a current emergency
 - is the captain aware, if not direct observer to discuss with captain ASAP
 - what is the vessel landing ETA
 - does vessel landing ETA line up with health support need of observer
 - what port/location is vessel to be landing, if different from sailing location
 - confirms with observer next communication timeline, to be no longer than 1 hour from first communication.
 - direct observer to follow Fathom protocols, reviewing protocols with observer as needed to include isolation, hydration, nutrition, monitoring symptoms and maintaining communication
2. upon gathering information from observer, Fathom Program Manager completes necessary communication with:
 - healthcare professional local to landing port if necessary
 - state COVID-19 hotline if necessary
 - USCG Captain of the Port if necessary
 - FSB POC
 - sector manager/vessel on land contact
 - observer emergency contact
 - vessel representatives, NMFS staff, observers, and vendors with whom observer had contact within the previous two weeks
3. Fathom confirms landing details and steps needed to be completed upon observer landing which could include;
 - assists observer in transportation if needed
 - assists healthcare professional plan if needed
4. observer will not be considered for redeployment until 14 days have passed since the end of all Covid-19 symptoms.

Fathom Management Protocols- If Captain/Crew Member Develops COVID-19 Symptoms

In the event Fathom is notified by observer that a crew member has developed symptoms associated with COVID-19 while at sea, the following steps will be taken.

1. Fathom obtains information from observer to include:
 - crew and observer health status update, is this a current emergency
 - is the captain aware, if not direct observer to discuss with captain ASAP
 - what is the vessel landing ETA
 - does vessel landing ETA line up with health support needed
 - what port/location is vessel to be landing, if different from sailing location
 - confirms with observer next communication timeline, to be no longer than 1 hour from first communication.
 - direct observer to follow Fathom protocols, reviewing protocols with observer as needed to include distancing, using PPE, maintaining communication.
2. Upon gathering information from observer, Fathom Program Manager completes necessary communication with:
 - FSB POC
 - sector manager/vessel on land contact
 - healthcare professional local to landing port if necessary
 - state COVID-19 hotline if necessary

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- USCG Captain of the Port if necessary
 - vessel representatives, NMFS staff, observers, and vendors with whom observer had contact within the previous two weeks
3. Fathom confirms landing details and steps needed to be completed upon observer landing which could include;
- assists observer in transportation if needed
 - assists healthcare professional plan if needed

RESPONDING TO A POSITIVE OUTBREAK

1. Fathom Management will call RIDOH immediately upon being informed of a positive case amongst your workforce at 401-222-8022, or 211 after hours, so they can assist in contact tracing and provide further instruction.
2. A Fathom representative will work with RIDOH on testing employees, contact tracing, case investigation, isolation and quarantine, and any other follow-up related to outbreak containment.
3. Observer will not be considered for redeployment until 14 days have passed since the end of all Covid-19 symptoms.



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OBSERVER DEPLOYMENT PROTOCOLS

Observers maintaining appropriate communication to Fathom and noted in good health for a minimum of at least the previous 14 days will be assigned trip deployments through Fathom. Inability to complete required communication will result in observer not assigned or unassigned from deployment.

Deployment Preparation

Each observer completes a deployment prep call with Fathom staff. Items discussed include:

1. have you tested positive for COVID-19 or your health care provider has told you to presume that you have COVID-19;
2. have you have been tested for COVID-19 and are awaiting result;
3. do you know that you have been exposed to an individual who has been tested or diagnosed with or have been told that you are presumed to have COVID-19; or
4. are you experiencing COVID-19 symptoms.
5. confirmation to Fathom that you are and have been in good health for a minimum of at least the previous 14 days, prior to any/every project deployments through Fathom.
6. observer completes COVID-19 testing according to current Phase requirements.

Observers found in good health are:

1. communicated on updated deployment protocols
2. put in deployment schedule rotation, noted as available for upcoming assignments
3. assigned trip deployment from Fathom as selected trip becomes available

On the day of trip deployment and prior to starting travel from home to vessel observers are to:

1. completes and submits Fathom Pre-deployment Affidavit to Fathom. Form must be texted or scanned and need to be clear and legible.
2. Through pre-deployment affidavit completion, observer completes body temperature check and verifies good health standing.
3. observers must IMMEDIATELY communicate any changes in health, observers ill or suspected of being ill will not deploy on assigned trip.

Travel to Vessel

1. observer drives directly from home to vessel (observer planning is necessary)
 - No stopping on the day of the trip for gas
 - No stopping for snacks
 - No stopping for bathroom
 - No stopping for visits to friends or family

During Deployment

Observer provides captain with Fathom Covid-19 deployment document which includes:

1. summary of company Covid-19 observer protocols
2. fathom management contact information

Health and Safety Steps:

1. observer has all assigned gear with them to include updated deployment PPE gear items
2. avoid direct contact as much as possible (no hand-shakes, high-fives, etc.)
3. maintain distancing of at least 6 feet when possible

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4. wear facemask at a minimum when less than 6 feet away from others
5. clean facemask between uses, or to dispose of it between uses (if disposable)
6. wear personal gloves (can be disposable or non-disposable) to reduce contact with public surfaces on vessel.
7. minimize the number of people in a confined space as much as possible
8. avoid touching face frequently
9. observer washes hands any time personal gloves or fishing gloves are removed. If not wearing gloves, observer is to wash hands once per hour, for 20 seconds, with warm water
10. sanitize any areas/items that are used by everyone regularly (galley table, door handles, railings, etc.)
11. sanitize bunk area prior to using
12. Observer brings with them their assigned bunk partition curtain
10. Observers must notify Fathom management when replenishing of PPE will be required in the near future

Updated deployment gear items, provided to observers

- Face masks (box of 50 masks to be given to each observer, additional face masks will be distributed as the need arises)
- Antiseptic hand wash
- Cleaning supplies for wiping down bunk space
- Thermometer
- Bunk partition

Health Assessment & Communication Steps:

1. Observer checks temperature at least 1x a day between 10am and 2pm
2. through InReach, observer texts Fathom their temperature reading and general wellbeing information and status of captain/crew.
 - If everyone in good health and no change – Observer at minimum texts: “Temp, 98.6, In good health, no change.”
 - If there has been any health change for observer or crew, Observer is to send such update ASAP and not wait for daily timeline submission.
 - If sending a message of change to health status, Observer is to remain next to InReach device and in a location with service and wait for reply text from Fathom.
3. Observer utilizes InReach device for communication. In the event an observers InReach is not working observer is to ask Captain to use the vessels satellite phone to complete verbal daily check in.

COVID-19 Symptoms

COVID-19 symptoms can range from mild (or no symptoms) to severe illness. COVID-19 symptoms may appear two to fourteen days after exposure to the virus. If you have a cough, shortness of breath or any two of the following symptoms, you might have COVID-19:

- Fever- 100.4 F (38 C) or greater
- Chills
- Repeated shaking with chills
- Muscle pain
- Headache
- Sore throat
- New loss of taste or smell

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Anyone who exhibits the following symptoms for COVID-19 should immediately get medical attention:

- Trouble breathing
- Persistent pain or pressure in the chest
- New confusion or inability to arouse
- Bluish lips or face

Post Deployment

1. Fathom follows up via phone communication with observer on how trip went, and safety or health concerns.
2. A timeline is planned for next deployment.
3. Fathom starts the process to begin at "Prior to a Trip" steps.
4. Fathom staff internally completes lessons learned meeting and follow up steps based on information from each deployment.
5. Fathom shares timely information to FSB as necessary
6. Observer MUST inform Fathom management IMMEDIATELY of any Covid-19 symptoms experienced post deployment

Between Deployments safe practices for observers include:

1. follow state requirements for staying at home
2. practice social distancing by staying six-feet away from other people
3. wash hands frequently suggested hourly, with soap and water for at least twenty seconds
4. use hand sanitizer containing at least 60% alcohol, if unable to wash hands
5. follow coughing and sneezing etiquette by using elbow or a tissue when coughing or sneezing, disposing any tissue immediately, and washing or sanitizing hands
6. avoid touching face with unclean hands
7. frequently clean and disinfect high-touch surfaces
8. not use anyone else's phone, tools, or equipment
9. wear a mask when out in public and you cannot maintain social distance of six feet
10. report any symptoms of COVID-19 to Fathom immediately.

Monitoring, Quarantine and Isolation Practices:

Self-monitoring - Anyone who may have been exposed to a person with COVID-19 should monitor themselves for COVID-19 symptoms. People should take their temperatures to monitor for fever and remain alert for cough or difficulty breathing. If they develop symptoms during the self-monitoring period, they should self-isolate, limit contact with others, and seek medical advice by telephone.

Self-Quarantine - Anyone who was exposed to a person with a confirmed case of COVID-19 but is not currently experiencing symptoms, should not leave their lodging for at least 14 days, unless essential. They should not visit public areas and should wear a mask if leaving their lodging. If you are unsure whether or not you should self-quarantine, contact the local health department or medical provider.

Isolation- Anyone who has tested positive for COVID-19 should not leave their room, except to get medical care, to separate themselves from those who are well. They should use a separate bathroom, if available. It is important to rest and stay hydrated, take over-the-counter medicines to ease pain, and monitor for worsening symptoms. Stay in touch with your doctor. Your local health authorities may give instructions on checking your symptoms and reporting information.

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SYMPTOMATIC OBSERVERS OR VESSEL CREW

Observer Develops COVID-19 Symptoms at Sea

If observer develops symptoms associated with COVID-19 while at sea, the following steps should be taken to the extent possible.

1. observer communicates with captain ensuring they are aware of the situation
2. observer communicates with Fathom through InReach ASAP
3. observer follows direction of captain.
4. observer monitors symptoms and remains in isolation on vessel if possible until symptoms subside, or until vessel lands in port.
5. Wear a mask at all times if tolerated.
6. Remain in private room with door closed if possible. Additionally, use separate bathroom facilities if available.
7. Rest and stay hydrated. Take over-the-counter medicines, such as acetaminophen, to help you feel better.
8. Limit interaction with crew members.
9. Eat meals away from crew and use the same dishes and utensils, which should be cleaned separately.
10. Coordinator obtains landing details and assists observer with travel as needed.
11. Observer calls local healthcare professional and follows all instructions
12. Program Manager notifies observer emergency contact
13. Program Manager notifies NMFS, USCG Captain of the Port (see link) and Covid-19 Working Group
14. Program Manager notifies lodging, vessel representatives, NMFS staff, observers, and vendors with whom observer had contact within the previous two weeks
15. If the observer's illness worsens, prompt medical attention will be sought.

Captain/Crew Member Develops COVID-19 Symptoms

If the captain or a crew member develop symptoms associated with COVID-19 the following steps should be taken by observer to minimize exposure.

1. communicate with captain ensuring they are aware of the situation
2. communicate with Fathom through InReach ASAP
3. instruct them do don mask to be worn at all times if tolerated.
4. individual should be isolated in a private room with separate bathroom facilities if possible. Access to this room should be limited to personnel involved in direct care.
5. meals should be delivered to sick individual and dishes and utensils should be cleaned separately.
6. If required to come in close proximity to affected individual observer should:
 - ensure proper PPE is worn including mask and gloves.
 - maintain a distance of six feet from individual
 - keep interactions as brief as possible
 - avoid touching your eyes, nose, and mouth.
 - wash your hands often with soap and water. If soap and water are not available and if the hands are not visibly soiled, use hand sanitizer containing 60-95% alcohol.
 - cover mouth and nose with a tissue or facemask when coughing or sneezing.
 - throw away any used tissues immediately in a disposable container (e.g. plastic bag) or washable trash can.
 - document date and time of exposure, nature of exposure (close contact, same room, secretions) and PPE worn.

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OBSERVER PREDEPLOYMENT AFFIDAVIT

Due to the rapidly changing situation with the novel-coronavirus (COVID-19), Fathom Resources is requiring all observers to fill-out this self-declaration form on the day of and prior to any fisheries associated observer deployment

12 hours prior to your deployment, please send it back to office@fathomresources.com or text to Danielle Kane (401.479.8410) and Ward McIntyre (401.824.4786).

First Name:	
Last Name:	
Departure Date & Time:	
Vessel Name:	

1. Do you have any of the following flu-like symptoms:

Fever (higher than 100.4°F - 38°C)	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Cough	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Breathlessness	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Sore throat	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Others: Please specify	<input type="checkbox"/> Yes	<input type="checkbox"/> No

2. Have you or an immediate family member or housemate come in close contact with a confirmed case of the coronavirus in the last 14 days? (*"Close contact" means being at a distance of less than one meter for more than 15 minutes.*)

I have been in close contact with a confirmed case of coronavirus in the last 14 days.	<input type="checkbox"/> Yes	<input type="checkbox"/> No
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This document will be retained confidentially by Fathom Resources for one month after submission.

Signature: _____

Date: _____

INDUSTRY OUTREACH -COVID-19 DEPLOYMENT PLAN- Fathom Resources

Fathom has updated company protocols for Fathom Management and Fathom Observers to include steps taken prior to deployment, during deployment and upon completion of deployment.

Below is a summary of Fathom updated protocols. Any questions, concerns or suggestions on Fathom practices can be addressed to:

Danielle Kane	401-479-8410	dkane@fathomresources.com
Ward McIntyre	401-824-4786	wmcintyre@fathomresources.com

Prior to Deployment:

- observers will complete deployments from the region they reside in. Northeast observers residing in MA, RI, NH and ME will complete deployments within these noted Northeast states.
- Fathom will prioritize observer assignments based on proximity to deployment port, previous deployment port and previous deployment vessel.
- observer maintains clear communication on health status, maintains social distancing practices limiting travel to essential tasks.
- observer completes COVID-19 testing at minimum every 30 days (as tests remain available)
- observers in good health are assigned to deployments
- if any changes to observer health status, observer is taken off of trip assignment and does not deploy

Day of Deployment

- observer completes a health assessment form including temperature check and verifying they do not have any symptoms, they have not been in contact with anyone who has had symptoms or tested positive for COVID-19. Form is submitted to Fathom management prior to start of travel to trip.
- observer is to travel directly from home to vessel without stopping.

During Deployment:

- observer will utilize assigned PPE following health and safety best practices to include social distancing when possible, frequent hand washing, limiting touching of face, use of cloth bunk privacy partition when possible, use of face mask when social distancing not possible.
- observer maintains at minimum daily communication with Fathom through assigned InReach device. Daily communication will include at minimum observer's daily temperature reading and current health status update.

After Deployment:

- Fathom completes follow up communication with observer
- Fathom completes follow up communication with vessel as needed and preferred by captain
- between trip assignments observers are to maintain social distancing limiting their travel and interactions to essential tasks.

SYMPTOMATIC OBSERVERS OR VESSEL CREW

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2. observer communicates with Fathom through InReach ASAP
3. observer follows direction of captain.
4. observer monitors symptoms and remains in isolation on vessel if possible until symptoms subside, or until vessel lands in port.
5. wear a mask at all times if tolerated.
6. remain in private room with door closed if possible. Additionally, use separate bathroom facilities if available.
7. rest and stay hydrated. Take over-the-counter medicines, such as acetaminophen, to help you feel better.
8. limit interaction with crew members.
9. eat meals away from crew and use the same dishes and utensils, which should be cleaned separately.
10. coordinator obtains landing details and assists observer with travel as needed.
11. observer calls local healthcare professional and follows all instructions
12. program Manager notifies observer emergency contact
13. program Manager notifies NMFS, USCG Captain of the Port (see link) and Covid-19 Working Group
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If the captain or a crew member develop symptoms associated with COVID-19 the following steps should be taken by observer to minimize exposure.

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2. communicate with Fathom through InReach ASAP
3. instruct them do don mask to be worn at all times if tolerated.
4. individual should be isolated in a private room with separate bathroom facilities if possible. Access to this room should be limited to personnel involved in direct care.
5. meals should be delivered to sick individual and dishes and utensils should be cleaned separately.
6. If required to come in close proximity to affected individual observer should:
 - ensure proper PPE is worn including mask and gloves.
 - maintain a distance of six feet from individual
 - keep interactions as brief as possible
 - avoid touching your eyes, nose, and mouth.
 - wash your hands often with soap and water. If soap and water are not available and if the hands are not visibly soiled, use hand sanitizer containing 60-95% alcohol.
 - cover mouth and nose with a tissue or facemask when coughing or sneezing.
 - throw away any used tissues immediately in a disposable container (e.g. plastic bag) or washable trash can.
 - document date and time of exposure, nature of exposure (close contact, same room, secretions) and PPE worn.

RESPONDING TO A POSITIVE OUTBREAK

1. Fathom Management will call RIDOH immediately upon being informed of a positive case amongst your workforce at 401-222-8022, or 211 after hours, so they can assist in contact tracing and provide further instruction.
2. a Fathom representative will work with RIDOH on testing employees, contact tracing, case investigation, isolation and quarantine, and any other follow-up related to outbreak containment.
3. observer will not be considered for redeployment until 14 days have passed since the end of all Covid-19 symptoms