



ULLr EMPLOYEE and CUSTOMER COVID-19 POLICIES AND PROCEDURES

John Quickstad, President, Ullr Inc.

Acknowledgements

Powderpigs COVID-19 Health Protection Plan, Policies and Procedures
10/18/2020

COVID-19 Supervisor & Operations Director Technical Director

Jennifer Wirkman, LPN, WFR, C19CO Annelise Ring

jennifer@powderpigs.com

COVID-19 Policies and Procedures Overview

These policies and procedures are intended for all Ullr staff, students, and their families. These policies and procedures will not only help keep everyone safe, but are how Ullr will meet the COVID-19 guidelines from The Summit and local government. Failure to follow these policies and procedures risks our health and our ability to enjoy snow sports at The Summit.

The Ullr 2020-2021 COVID-19 Policies and Procedures supersedes any and all previous Ullr policies due to the nature of this pandemic.

Ullr Staff COVID-19 Policies

Uniforms and Staff PPE

The Ullr uniform parka is part of the employee PPE. Uniform parkas are the property of Ullr Inc. and will be checked out to each employee during pre-season clinics. Employees are required to wear their uniform parka when teaching their assigned class(es). Employees are responsible for keeping their parka clean and in good condition during the season. Parkas will be checked back in on the last day of Ullr operations.

All School personnel are required to wear PPE, including but not limited to masks and gloves during assigned class(es). Signage indicating required PPE will be posted on the Ullr website, on the door to the Ullr building, and at the class meeting area outside of the Ullr building. Per current Washington State guidelines, masks or face coverings are required at all times, indoors and outdoors, when unable to maintain a minimum of six feet social distancing. The only exception is for personnel who work in isolated, non-public areas, where at least six feet social distancing can be maintained. If a face covering gets damp it needs to be changed as quickly as possible. Regular and proper hand hygiene is also required including frequent handwashing or use of alcohol based hand sanitizer.

Exceptions to the requirement for cloth face coverings include:

- When working alone in an office, vehicle, or at a job site;
- If the individual is deaf or hard of hearing, and is communicating with someone who relies on language cues such as facial markers and expression and mouth movements as a part of communication;
- if the individual has a medical condition or disability that makes wearing a facial covering inappropriate;
- or when the job has no in-person interaction.

Employee Health/Symptoms

All School employees are required to undergo a health screening check each day prior to the start of their work shift. Health screening will be an electronic form, and in-person temperature check and questionnaire. Persons exhibiting symptoms of, but not limited to, fever, coughing, or shortness of breath will be sent home. Health check information will be kept confidential. If an employee has symptoms of acute respiratory illness, they must stay home until free of symptoms for a least 72 hours without the use of medicine. Employees who have been exposed to someone COVID-19 positive, or themselves have tested positive, must remain home for two weeks (14 days) minimum, or until symptom free, and provide proof of a negative COVID-19 test.

If the event an instructor or student develops respiratory illness signs or symptoms or a fever greater than 100.4°F during the class, the instructor must return with their class to the Ullr building. A substitute instructor will be assigned to the class for the remainder of the class if the instructor is ill. Any student that is ill will be removed from the class. Parents/Guardians for students in the class will be notified. The instructor and students should seek medical advice and may not return until they can provide negative COVID-19 test results. Any areas or surfaces within the Ullr lodge in which the instructor may have had contact will be cleaned and decontaminated following CDC and EPA guidelines.

Class Handling

The instructor will remind students to maintain social distancing during the class. Students must be age 8 or older. The only exception is for returning students who have been determined by Ullr staff that they can make link turns on green runs and can ride the chair. In order to maintain social distancing, all students must be able to engage in class activities without physical assistance by the instructor. If a student cannot follow instructions from the instructor, the class will return to the meeting area and the student's parents will be contacted by a chaperone. The program director will assess if the student should be suspended.

Should a Student Develop Signs or Symptoms of a Respiratory Illness During Lessons

If the event a student develops respiratory illness signs or symptoms or a fever greater than 100.4°F during lessons the instructor is to return with their class to the Ullr building immediately and notify their program director or immediate supervisor. The student will be safely supervised until the parent/guardian can pick them up. Parent/Guardian is expected to pick up the student within ten (10) minutes of an Ullr chaperone calling them to reduce potential exposure. Parent/Guardian should seek medical advice from their healthcare provider and notify the Ullr program direct of the outcome. The student may return to lessons after a negative COVID-19 test, or once they are symptom free, without medication, for 72 hours.

Pre-Class Meetings

Pre-Class meetings will take place outside in front of the Ullr building. When the weather is conducive popup shelters will be available to gather under. All employees are required to wear a mask or face covering and practice social distancing in all gatherings. The weekly staff email will try to include as much information as possible in order to limit the pre-class meetings to handing out class cards and last-minute instructions on snow and weather conditions. Staff attendance will be taken at the meeting and during the daily health screening. If a staff member does not attend the meeting they are required to check in with management in person, or via text message to notify them of their attendance.

Use of the Ullr Building

Use of the Ullr building is limited to directors, supervisors, trainers, and alternate instructors. The restrooms will remain open to all staff, but staff must wait outside until a restroom is available. The restrooms are not available for student use. There will be no instructor or student access to the Ullr building for taking breaks or storing gear during the day. The exception is that in the event of injury or emergency a student or staff person may enter the main floor of the Ullr building with a support staff person supervising/assisting and ensuring social distance is maintained.

Class Cards

Instructors will continue to receive paper class cards with their student names or a card for each student who has passed pre-class screening and can be accepted into class. Instructors can use the card(s) to make notes. Instructors will send their class attendance and notes to their program director each evening.

Pre-Season Dryland Clinics

All dryland training sessions will be held online using Zoom.

On-Snow Clinics

On-snow clinics will be held in person. Small groups, social distancing, and face coverings will be enforced to ensure the health and wellness of clinic participants. All on-snow clinics will be 100% outdoors. During on-snow clinics the Ullr building bathrooms will be open, but the rest of the building will be closed except to program directors and trainers.

Ullr Student COVID-19 Policies

Student Personal Protection Equipment (PPE)

All participants are required to wear PPE, including facial coverings while inside ski school buildings, waiting for lessons to begin, during lessons, and after lessons when social distancing cannot be observed. Facial coverings may be cloth masks, disposable masks, buffs, cloth bandanas or cloth scarves. Facial coverings should cover the nose and mouth to prevent respiratory particulates from spreading beyond each individual. Facial coverings must be worn at all times. This includes all students, family, or chaperones that are in lessons, or within the vicinity of the School, whether indoors or outside. Parents are encouraged to bring extra face coverings for themselves and their students in the event one should get wet during lessons. Should a face covering become wet, it needs to be changed with a dry one as soon as possible.

Exceptions to this requirement for cloth face coverings include:

- Children under the age of 5 years old;
- The individual is deaf or hard of hearing, and is communicating with someone who relies on language cues such as facial markers and expression and mouth movements as a part of communication;
- If the individual has a medical condition or disability that makes wearing a facial covering inappropriate.

Student and Family Health/Symptoms

Parents/Guardians will be required to submit an electronic health screening form (aka an Attestation) every day prior to the student attending lessons. The link to the attestation form will be sent out via weekly email and also located on the Ullr website under COVID-19. Should a family forget to do the attestation before lessons, Ullr chaperones can provide the screening onsite before the student participates in lessons. Ullr reserves the right to implement family/chaperone daily health screening at any time based on local, county, state, or federal guidelines, or in the event of a local breakout. This screening may involve a temperature check and a symptom and exposure questionnaire.

Screening results will remain confidential. Students, family, or chaperones who exhibit signs of acute respiratory illness and/or have a fever will be asked to return home immediately. Anyone who presents with signs of acute respiratory illness and/or has a fever will be sent home. Staff, students, parents or chaperones who have been exposed to someone COVID-19 positive or themselves have been tested positive must remain home for two weeks (14 days) minimum, or until asymptomatic.

Chairlift Use

For quad chair use, The Summit at Snoqualmie will be seating guests two per chair, in seat one and seat four. For double and triple chairs, only one person will load per chair. Ullr classes and clinics will follow this policy.

Enrollment Changes

Due to the change in operational capacity (below under "General COVID-19 Safety Information") and current state chairlift guidelines (outlined above) that were put in place after enrollment opened, there are changes to all Ullr program 20-21 enrollment requirements. All students in group lessons must be 8 years or older. There will be no never-ever youth or adult group lessons except for returning students who are changing from skiing to boarding or vice versa and only by prior approval by the Ullr program director. All students must be able to ride the chairlift on their own per the Chairlift Use policy above. To meet state, county and The Summit at Snoqualmie guidelines, all Ullr programs will be operating at 50% daily program capacity during the 2020-21 winter season. Class sizes will be reduced to a maximum of 4 students to meet the Bellevue School District requirements regarding athletic group sizes.

Lunch Breaks

No lunch breaks are scheduled. All programs offer only AM or PM lessons. There are no all-day lessons.

Electronic Registration, Season Passes, and Lift Ticket Sales

All students and staff must utilize pre-season electronic registration and payment of lesson fees. All daily lift tickets must be purchased electronically, in advance from the Summit at Snoqualmie, and picked up from one of their ticket sales/guest service locations prior to lessons beginning. Ullr strongly encourages season pass purchases to ensure smooth chairlift access.

Ullr Building Use and Access

Before, during and after lessons, the Ullr building will be closed to students, families, and the public.

Social Distancing

All employees, students, family, and chaperones are required to maintain a minimum separation of six

feet whenever possible. When this is not possible, it is recommended to limit exposure time. The Summit at Snoqualmie is developing guidelines and plans for lift line social distancing which all employees, students, and the public will be required to adhere to. Portable shelters will be set up weather permitting to provide protection from the weather while meeting social distance guidelines. Portable shelters may not be set up in areas of active downhill travel, blocking ingress/egress routes or lift lines, or behind boundary marker lines. All garbage is to be removed from outdoor spaces on the mountain by the program participants. Please do not litter.

Carpools, Dropping Off, and Picking Up

Carpools with multiple family units are discouraged. Ullr staff will check in students by parents and log the parents' identity by name as part of our tracking and tracing.

Gear Up In Your Vehicle

Because the Ullr building will be closed, be sure to gear up in your vehicle. There will be no gear storage inside of the Ullr building, except for instructor gear overnight.

Season Passes

For 2020-21 season, all employee and student season passes must be purchased online. All pass holders must wear their season pass attached to the outside of their jacket. Passes may not be in jacket sleeve window pockets, helmet pockets. This is an Area rule to help reduce close contact between the individual and the scanner.

Sanitation and Cleanliness

Ullr staff will ensure proper cleaning and disinfecting procedures are in place for the building restrooms and other common areas within the building before and after daily lessons following CDC and EPA recommendations. In the event someone develops symptoms of illness and had been within the Ullr building, the building will be temporarily closed for sanitizing per CDC guidelines.

Reporting

After participating in daily lessons should any student test positive for COVID-19, they are required to contact their program director so contact tracing and notification can be done. Individuals report COVID symptoms or a positive test shall remain confidential, with the exception of information the School may be required to report to the Washington State Department of Health.

Program Suspension

Each Ullr program reserves the right to suspend lessons at any time during the 2020-21 winter season. Instances that could lead to closure include: Change in county or state guidelines; Reverting to a previous re-opening phase level; a spike in regional COVID-19 cases; A known outbreak among our participants and/or employees; Changes in The Summit at Snoqualmie's operation schedule. In the event lessons are suspended, students will receive a pro-rated refund.

Student Suspension

Each Ullr program reserves the right to suspend lessons for any student who reports symptoms, a positive COVID-19 test, fails a daily screening, or does not follow protocols. Student suspension is at the discretion

of the program director depending on which week the COVID incident occurs and the availability of a class that the student can join after mitigating their COVID status (which could take up to 2 weeks). In the event a student is suspended, the student will receive a pro-rated refund.

Complaints

Any complaints or issues regarding anyone, activity, or lack of protocol at the School shall be brought to the attention of the Ullr program director as soon as possible. Program director contact information can be found on each program's home page linked from www.ullr.com.

COVID-19 Screening Procedures

Student Screening Instructions

- 1) Prior to class each week:
Parents/Guardians will submit an electronic health screening form (aka attestation) before each lesson session. The link to the attestation form will be sent out via weekly email and also located on the Ullr website under COVID-19.
- 2) On each day of class at the mountain:
For students who do not have an attestation logged for the day of class, Ullr will provide screening at the class meeting area before the student participates in lessons (screening procedure details are below). Anyone who presents with signs of acute respiratory illness and/or has a fever will be sent home. Ullr screeners (based on the attestation or manual screening) will provide a class admittance card for the student to the instructor.
- 3) At the class sign:
When the student arrives at the class sign, the instructor will accept only those students they have admittance cards for. Students with no matching admittance card will be directed to the screening station for manual screening. Students who arrive late and have not been screened will not be accepted into the lesson. The Ullr program director will determine what will be considered late for class each day. Please respect your fellow students by submitting your COVID health attestation before class and arriving at the meeting area 10 minutes before the class start time (10 AM or 1 PM).

Staff Screening Instructions

- 1) Prior to class each week:
All staff scheduled to work will submit an electronic health screening form (aka attestation) before each lesson session. The link to the attestation form will be sent out via weekly email and also located on the Ullr website under COVID-19.
- 2) On each day of class at the mountain:
The Ullr program director or supervisor will provide screening at the class meeting area before the staff meeting 30 minutes prior to the class meeting time. Anyone who presents with signs of acute respiratory illness and/or has a fever will be sent home. The program director or supervisor will log that the instructor is approved to work.
Note: The program director should screen a supervisor first, then delegate screening of instructors to that supervisor. Another supervisor should be screened and then supervise the chaperones at the student screening stations. The program director must be available to handle screening or class issues.
- 3) At the class sign:

When the student arrives at the class sign, the instructor will accept only those students they have admittance cards for. Students with no matching admittance card will be directed to the screening station for manual screening. Students who arrive late and have not been screened will not be accepted into the lesson. The Ullr program director will determine what will be considered late for class each day. Please respect your fellow students by submitting your COVID health attestation before class and arriving at the meeting area 10 minutes before the class start time (10 AM or 1 PM).

EMPLOYEE & STUDENT HEALTH SCREENING INSTRUCTIONS

Two health screening stations will be set up before each lesson to best provide confidentiality and social distance. Ullr chaperones will manage all employee and student screenings.

Two (2) Health Screening Kits (one for each station) to include:

- No contact thermometer
- Laminated sign with instructions and QR code to health screening form
- 1 Tablet (for instructors who do not have a cell phone or ability to scan QR)
- Disinfecting wipes or isopropyl alcohol spray
- Disposable mask (5)
- Plastic face shield
- Gloves (1 box small, 1 box medium, 1 box large)
- Hand sanitizer
- Extra thermometer batteries

Screening Procedure

1. Put gloves on
2. Sanitize face shield and thermometer
3. Don face shield
4. Ask these questions:
 - a. Have you had any of the in the last two weeks?
 - b. Cough, shortness of breath, or difficulty breathing?
 - c. Or at least two of the following: Fever, chills, repeated shaking with chills, muscle pain, headache, sore throat, new loss of taste or smell?
 - d. Have you been in contact with anyone who has or is suspected of having COVID-19?
5. If they answer “yes” to any of these questions, refer to the Positive Screening Station Script below.
6. Scan forehead with thermometer.
 - a. Front of thermometer needs to be less than one inch from center of forehead, but DO NOT TOUCH their forehead.
7. Thermometer will vibrate when temperature is read
 - a. If temp is less than 100.4°F, tell employee the number so they can log that on the screening form
 - b. If temp is over 100.4°F, repeat step 6-7. If still over 100.4°F, refer to the Positive Screening Station Script below.
8. Ensure employee or parent/guardian has filled out the health form and is wearing a mask.
9. Remind person to keep their mask on at all times and wash/sanitize their hands frequently.

POSITIVE SCREENING STATION SCRIPT

If the Individual answers YES to any screening questions (above) and if other people are in close proximity, ask the individual to move with you to a more private area before proceeding with the following script:

“Thank you for being upfront and honest! Please note the following will be held confidential.

1. Have you been tested for COVID-19 or already contacted a medical professional regarding this?”
2. If YES: “Have you tested negative, or been cleared by your medical professional?”
3. If YES: “Can you please provide documentation indicating that you are cleared to interact with others?”

If NO: “Due to us needing to ensure the safety of all team members and customers we need to ask you to please return home. In order for you to be able to come back to lessons please contact <Ullr program director> for next steps.”

If YES: (they have documentation), please use the following script:

“Thank you for being upfront and honest! Please note the following will be held confidential.

4. Has the individual you were in contact with been tested for COVID-19 or been in contact with a medical professional?”
5. If YES: “Did they test negative or have they been cleared by a medical professional?”
6. If YES: “Great! Thank you. I will need to check your temperature and then we can get your screening finished.”
7. Proceed with Step number 6 to take their temperature (in the screening procedure above).
8. If NO: “Due to us needing to ensure the safety of all students, families, and employees we need to ask you to please return home. In order for you to be able to come back to lessons please contact <program director> for next steps.”
9. Once they have departed, please notify your program director, then
 - a. sanitize all surfaces they have touched, the face shield and thermometer.
 - b. Discard gloves, wash and sanitize hands before donning new gloves.
10. If Temperature Reads over 100.4F after two scans:
 - a. If other people are in close proximity, ask the individual to move with you to a more private area before proceeding. Then use this script:
 - b. “Due to us needing to ensure the safety of all students, families and employees we need to ask you to please return home, self-isolate and contact your healthcare provider or get tested.
 - c. Please notify <program director> once you have reached out to a healthcare provider or received your test results.”
 - d. If the individual does not comply or has any other questions, please find <program director> immediately.
 - e. If you are unsure how to proceed, find <program director>.
 - f. Once the student has departed, please notify <program director>, then:
 - i. sanitize all surfaces they have touched, the face shield and thermometer.
 - ii. Discard gloves, wash and sanitize hands before donning new gloves.