

COVID-19 ADDENDUM

The following COVID-19 provisions apply to the extent that the Organization's employees, representatives, or agents will be physically present on University property or in a University leased facility:

Organization acknowledges and agrees that it is solely responsible for its activities and the activities of its employees. Organization confirms that it has adopted policies and practices to mitigate the risk of transmission of COVID-19 and its variants for the safety of any persons with whom Organization's employees may come in contact.

Organization agrees that its policies and practices include, at a minimum, following any applicable and current guidance or directive from the Centers for Disease Control, the Pennsylvania Department of Health, and any specific guidance which may be issued by the Commonwealth of Pennsylvania. In any case where the University has published a specific guideline or recommendation which is more restrictive than the foregoing, Organization shall follow the University's guidelines or recommendations which will be periodically updated on its website located at https://ehs.psu.edu/sites/ehs/files/covid19_guidance_for_contractors_vendors_and_third_parties.pdf. In any case where the University has published a specific guideline or recommendation which is less restrictive than the foregoing, Organization may choose which guidelines or recommendations to follow.

Key elements of relevant and applicable guidance may differ among individuals based on their COVID-19 vaccination status and related policies/standards in place at that time. Generally, guidance may include but is not limited to:

- (i) staying home when sick;
- (ii) social distancing;
- (iii) washing hands often for at least 20 seconds with warm water and soap, and/or using hand sanitizer;
- (iv) avoiding touching the face and eyes with one's hands; and,
- (v) utilizing face masks, which Organization shall provide to its employees at its sole expense.

While acknowledging that these rules and precautions may or may not be effective in mitigating the spread of COVID-19, Organization shall require its employees, at a minimum, to comply with such rules and precautions while on the property. Organization acknowledges that, depending on the status of the COVID-19 pandemic and vaccination statuses, additional or alternative health and safety measures may be in place which, if applicable, will be communicated by Penn State prior to the event or operations occurring on the University's property.

Organization further acknowledges and agrees that it has policies and procedures in place that prohibit any of its employees to enter onto the property if they have been (or have been in close contact with someone who has been) recently diagnosed with COVID-19 or any variant thereof, are awaiting the results of a COVID-19/variant test, or are experiencing symptoms generally associated with COVID-19 or any variant. Organization acknowledges and agrees that it is responsible for enforcing such policies and procedures, monitoring the health and wellness of its employees entering Penn State's property, and removing such employee from the property. Organization will report any confirmed or suspected cases that may impact University personnel to its Penn State contract representative.

Organization shall maintain Workers' Compensation insurance or approved self-insurance for statutory obligations imposed by workers' compensation and occupational disease laws. Organization agrees to abide by the Workers' Compensation system for all work-related claims of its employees, including, without limitation, any claims associated with COVID-19.

Organization assumes any and all risk that its employees may be exposed to or infected by COVID-19 or any variant thereof, regardless of preventative measures, by entering the property and acknowledges that such exposure or infection may result in personal injury, illness, severe complications, permanent disability, and/or death.

Organization has provided a copy of these terms to each of its employees who will be entering or using the premises, and affirms that said employees were required to read these terms in their entirety prior to their entry upon the property.