



June 29, 2020

This message is being sent to inform you of recent COVID-19 developments affecting IYR and to provide you with additional information to keep you, your loved ones, your co-workers, and your clients and customers safe.

Over the last several days, two more IYR employees have tested positive for COVID-19. In both cases we followed our protocol. The individuals will remain at home and consult with their health care providers. We identified and contacted the only other IYR employees who may have been in close contact with them and they are in self-isolation and have been instructed to consult with their health care provider.

What have we learned from these experiences?

- **The IYR workplace safety protocols are effective.** To date we have had only 4 confirmed cases of COVID-19 among our over 400 employees.
- **These protocols are only effective if we all follow them.** A single lapse can affect the health and work status of others. The only times we have had to direct an employee to self-isolate based on exposure to another employee was when our protocols on social distancing and wearing of masks were not strictly followed. Please continue to follow the safety measures we have in place.
- **We have done a good job keeping our employees informed and safe at work, but as businesses and other activities have opened up some of our employees have resumed more public interactions, increasing their risk of infection.** It is important to remember that any health risks we assume as individuals outside of work could also have serious impacts on our families, our teams, IYR, and those we serve. At least one of our four positive test results came after the individual was among a large group of people in a public venue for an extended period of time.
- **The CDC has a host of COVID-19 prevention practices regarding public venues and group activities to help keep you safe.** These include precautions when:
 - Dining in a restaurant
 - Hosting gatherings or cookouts
 - Using gyms or fitness centers
 - Going to a nail or hair salon
 - Visiting a library
 - Traveling overnight
 - Visiting parks & recreational facilities

If you choose to visit these types of public places or engage in any type of activity that will expose you to groups of people, please check out the CDC guidance at:

<https://www.cdc.gov/coronavirus/2019-ncov/daily-life-coping/personal-social-activities.html>.

Thanks for your attention. Stay safe and take good care of yourselves and others. We'll have more soon!