**Note of Clarification Regarding Masks and Face Shields and Testing**

With the Holiday Season, there is likely going to be more family/friends gathering. As we eat and have merriment, masks will be off which leaves vulnerability. ABLE, Inc. is not asking our employees to compromise on family gatherings or travel. However, we are asking for more intense measures *during the holiday season* ----November 27 (after Thanksgiving) to January 15 (approximately 14 days after Christmas).

Our Christmas Wishes Are:

1. People we support do not get COVID
2. Employees do not get COVID
3. People we support do not have to be continually isolated
4. Employees are in safe working conditions
5. We have enough employees available to support the people
6. Anyone who gets COVID recovers

Here is how we can best promote these goals:

1. Pairing Surgical Face Masks and Face Shields:
2. RATIONALE:

* If employees are wearing surgical masks AND face shields and are around people WHO ARE NOT, per CDC, the employee is not considered exposed nor is the other person if an employee tests positive. Thus, eliminating the need for isolation.
* **Surgical masks will protect OTHERS from you**. HOWEVER, the surgical masks do not protect you from others. **The shields are impervious to droplets and thus add an extra layer of protection!** **Pairing the surgical masks and face shields protect you AND people supported.**
* We want you to wear the shields for the entire shift and to have them down, not using them as a visor. You may take the shields off during your break.

1. When driving, if a person supported is wearing a mask and the employee is wearing a mask, this is acceptable.
2. Testing:

* The current PCR testing is picking up asymptomatic positive employees. In Dickinson, we are going to 2 times a week to more quickly pick up employees who may be asymptomatic but positive.
* It takes a while for the results, but this is the best system available to us.
* Binax Now testing. This is a 15-minute nasal swab test that we hope to have access to soon. This may be used for testing symptomatic employees and people supported.

1. Vaccines:

Although we do not have an exact date or details, vaccines are coming. I will be routing information to you in December to start preparing.

We have been doing an excellent job keeping COVID at bay. Thank you so much for understanding these intensified measures during the holidays.

Mary Anderson