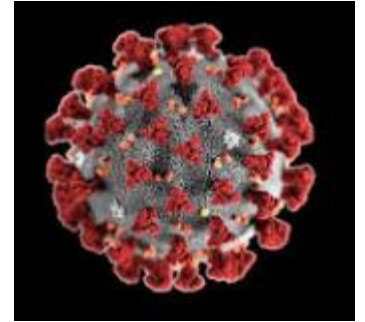


COVID-19

American Seed Trade Association

May 29, 2020

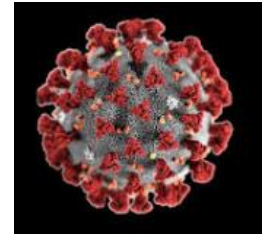
Dr. David Acheson, MD – President and CEO



- Rapidly changing situation
- Recommendations change daily

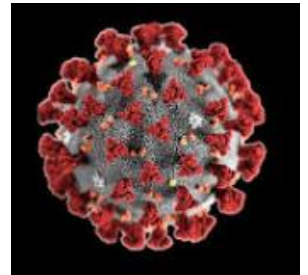


- <https://www.achesongroup.com/covid-19>



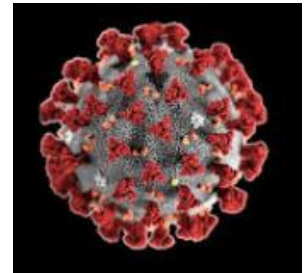
General Update

- Incubation period (time between exposure and onset of symptoms)
 - Median is 5 days
 - 97.5% by 11 days
 - Almost all by 14 days – few exceptions
 - If symptomatic, people shed virus up to 10 days after symptom onset
- Anyone can get COVID-19
 - High risk groups – elderly and immune compromised
 - 40% of hospitalized patients in the US are age 20-54
- No specific treatment
 - Rest
 - Hydration
 - Lower fever



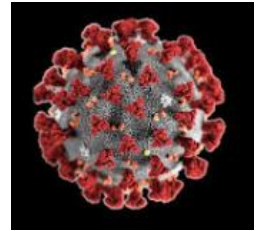
Reduce Risks

- No evidence that it is transmitted via food
- No evidence that it is transmitted from food packaging
- Primarily person-to-person transmission
- Focus on reducing person to person transmission
 - Avoid touching eyes, nose and mouth
 - Hand washing
 - Hand sanitizers
 - Use of PPE
 - Social distancing – six feet

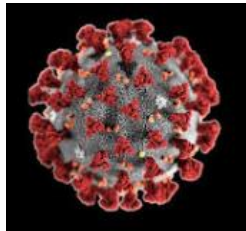
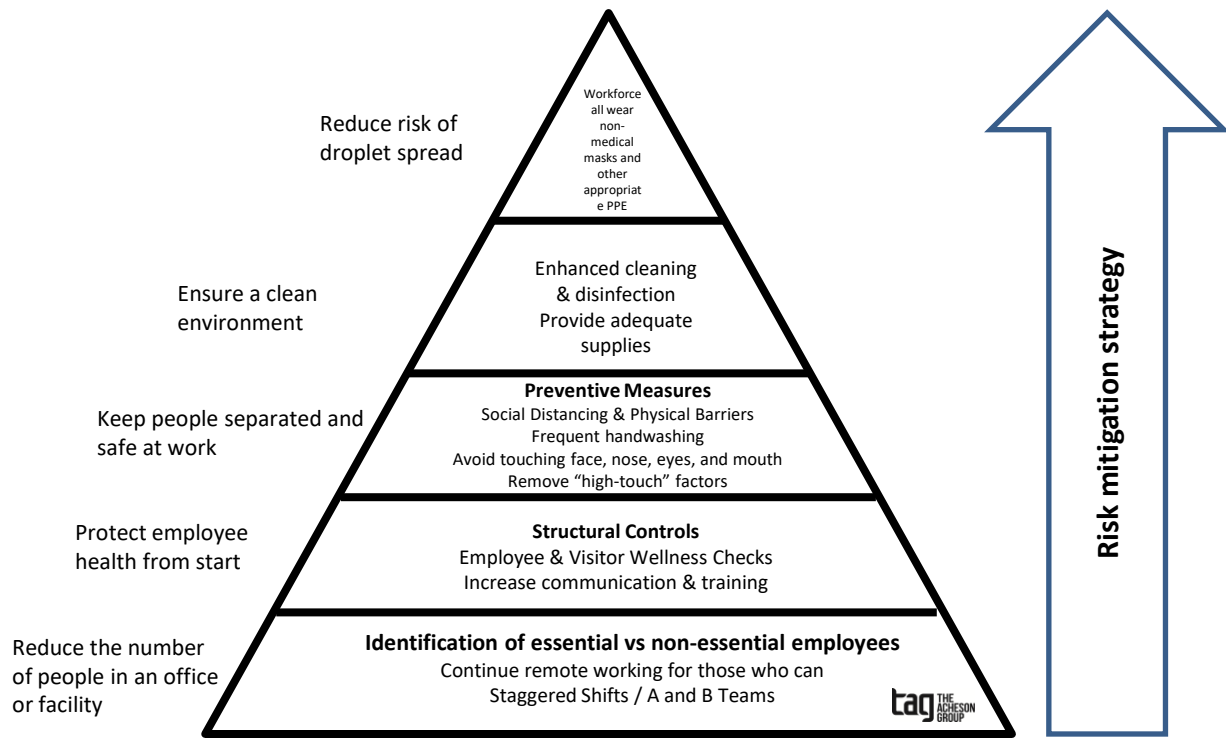


Virus Survival

- Virus will
 - not grow in food or on a surface
 - be killed by cooking
 - likely survive at refrigeration and freezer temperature
 - survive on a surfaces
 - Plastic and stainless steel for at least 4 days
 - Not the primary route of transmission
- Virus is destroyed by most chemicals in use in manufacturing plants (EPA has a list of Disinfectants for Use Against SARS-CoV-2)

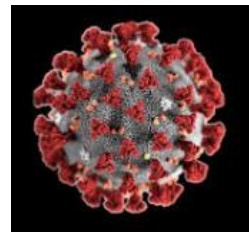


Managing Risks



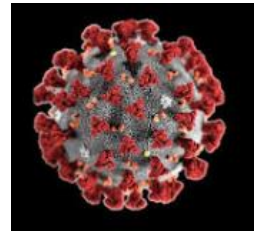
Keeping Sick Employees Out

- Employee Wellness Checks (before reporting to work):
 - Primary symptoms or if employee has any one of the below:
 - Fever (CDC defines fever as 100.4°F while the WHO defines fever as 37.3°C [99.1°F])
 - Cough
 - Difficulty breathing or shortness of breath
 - Chills, including repeated shaking with chills
 - New anosmia (loss of smell or taste)
 - Diarrhea – while this can be a secondary symptom of COVID-19, those with diarrhea should always be excluded from food facilities
 - Sore throat
 - Muscle pain
 - Secondary symptoms or if employee has two or more of the below:
 - Headache
 - Tiredness or fatigue
 - Oxygen (O₂) levels below 90% (measured with a medical grade oximeter that is disinfected between uses)
- TAG recommends choosing a screening cutoff between these two values based on the temperature measuring device being used and the level of screening detection desired. A lower temperature cutoff will screen out more employees.



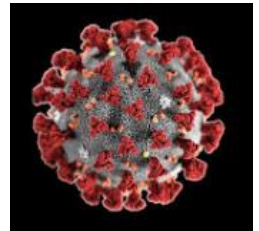
React To A Sick Employee

- Immediately isolate and then send home
- Determine where they have been working in the last 48 hours
- Identify specific touch points and clean with appropriate agent
- Identify close contacts and send them home to self isolate until further notice (could be up to 14 days)
 - Interim CDC Guidance allow Critical Infrastructure employees to continue working
- Request that they all stay in contact and report status daily
- Have a communication plan and be ready to go
- Don't need to close facility or operations if there are one or two positives



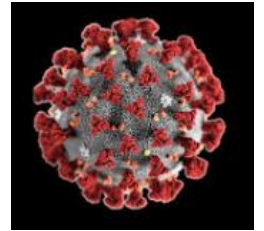
When Can They Come Back to Work

- Diagnosed (based on symptoms or testing) with COVID-19 – follow CDC procedure
 - At least 10 days since symptom onset - free from fever without the use of fever-reducing medications
 - Significant improvement in symptoms, including cough
 - Tested negative on at least two consecutive respiratory specimens collected at least 24 hours apart
- Asymptomatic people with a positive COVID-19 test
 - 10 days from the date of the test



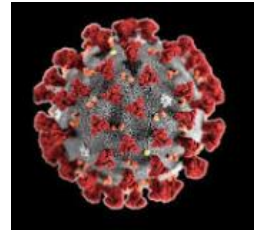
Visitor Policy

- Have a policy for visitors
- Exclusion of all visitors other than essential
- Wellness check for those that are essential



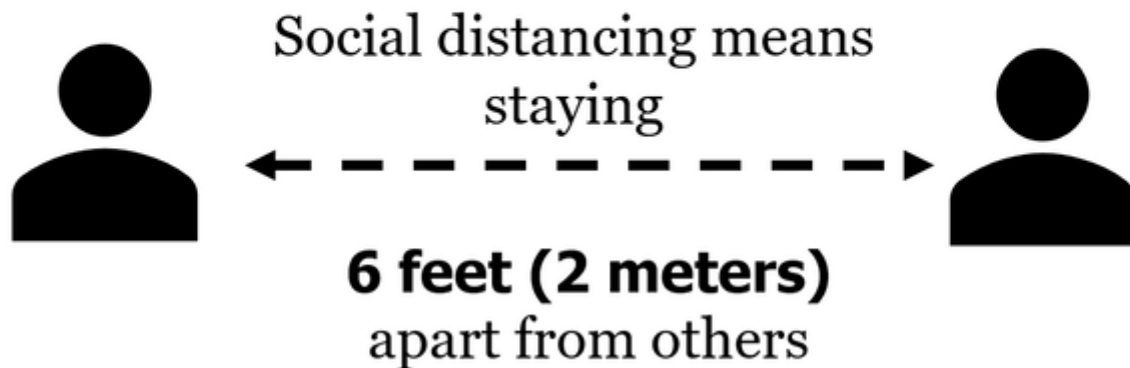
Reducing Business Risk

- Look at your shift structure
- Can you segregate groups?
- Hourly touchpoint cleaning in common areas (breakroom, locker room, bathrooms)
- Social distancing of at least 6 feet if at all possible
- Policy to allow employees to take time off if they need to (sick, family, high risk or just worries)



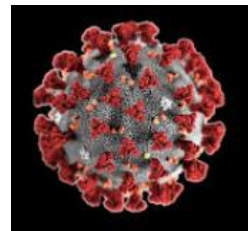
Social Distancing

Please maintain your social distance.



Plan For Employee Absenteeism

- Workers will get sick
- Critical lines
- Managing temporary employees
 - Streamlined hiring practices
 - Waive or triage traditional screenings (drug, etc.)
 - Consider need for temp HR and supervisory staff as well
 - Allowed to ask COVID-19 related questions as part of hiring process
- Training for food safety – streamline and focus based on risk



Not all settings represent equal risk

Higher Risk:

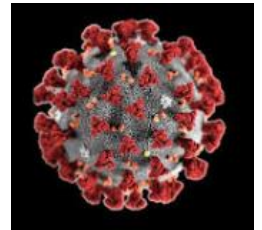
- Shared housing or dormitories
- Shared cooking or eating facilities
- Transportation (buses, vans, etc.)
- Indoor processing areas where physical separation of 6 feet or more isn't possible

Medium Risk:

- Working outdoors where physical separation of 6 feet isn't possible

Lower Risk Settings:

- Working outdoors where physical separation is possible



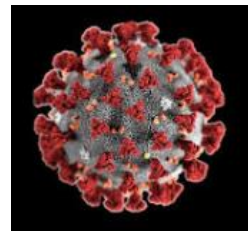
Risk prevention strategies

Overall:

- Active employee wellness checks and exclusion or symptomatic workers
- Create teams that consistently work and/or live together to reduce the number of close-contacts if someone becomes sick

Higher risk:

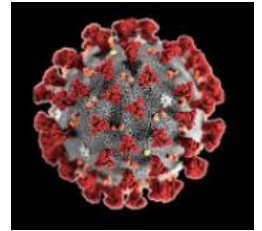
- Identify alternative housing – hotels or motels may be vacant and provide affordable options
- Provide meals or food truck options to limit shared cooking and large-scale indoor dining
- Transport workers in shifts or use a greater number of vehicles to reduce density
 - Conduct Employee Wellness Checks before people board transportation
 - Keep windows open in vans or buses
 - Have employees wear masks while riding in shared transportation



Risk prevention strategies

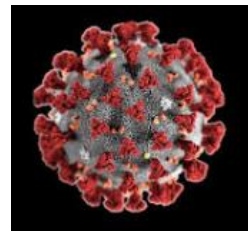
Medium and lower risk:

- Provide and require wearing masks and other appropriate PPE
- Provide additional handwashing stations in the field
- Conduct more frequent wellness checks throughout the day to monitor for potential illness



Key FDA Actions

- The coronavirus is not spreading via food or packaging
- FDA will stop routine inspections
 - Produce inspections have been paused and states have been issued “stop work orders”
- FDA will continue with for cause and mission critical inspections but try to give notice
- Enforcement discretion on use of third-party audits for FSMA FSVP and PC rules

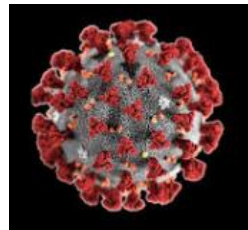


Click any state to find guidelines and timelines for employers

Imperial College, London UK,
Effective Transmission Rate
Model - May 9, 2020
[https://mrc-
ide.github.io/covid19usa/#/overview](https://mrc-ide.github.io/covid19usa/#/overview)

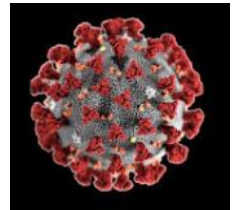
What To Expect In The Future

- Plan for the worst and hope for the best
- Employees will get sick so plan for that
- Estimates that 60% of Americans will get COVID-19
- Ensure your food safety programs continue to be a high priority
- Future Treatments – in trial already
- Vaccines – in trial already
- Transmission may decrease in the summer and increase in the fall to coincide with flu season – plan accordingly if this may effect your operations!



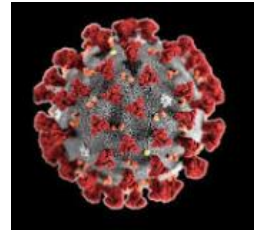
Six Phases

1. Recognition that there is an outbreak
2. Local spread that becomes global - pandemic
3. Understanding how to reduce risk and manage challenges
4. Operational changes to manage new risks - shutdowns, movement restrictions etc.
5. Period of time operating under challenging conditions
6. Recovery



Summary

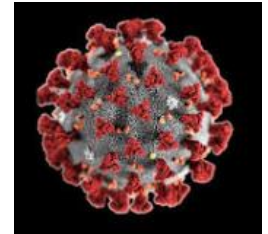
- Rapidly changing situation so stay current
- Many businesses are part of the critical infrastructure and have an important role in supporting the US
- Check all your policies and procedures to protect your most important asset – your workforce
- Communicate openly about what you are doing and why
- Plan for several months of disruption
- Don't forget the important food safety basics



- Rapidly changing situation
- Recommendations change daily



- <https://www.achesongroup.com/covid-19>



Questions