



Taking Care of Our Own

GMR team members are taking care of thousands of patients around the country, and with the rapid evolution of COVID-19, we know you have concerns about your personal health. We also know that if you contract this virus, the last thing you need to worry about is providing for yourself or your family during your recovery.

We are announcing a new COVID-19 pay practice that will be retroactive to March 1, 2020.

- If any employee is placed into quarantine by a government agency, or directed to quarantine by GMR leadership, GMR will continue payment of wages based on the employee's regular work schedule for the duration of the quarantine. Ongoing employee support would be transferred to Workers Compensation benefits if medical treatment is required and a COVID-19 presence is presumptive or confirmed by a credentialed healthcare testing procedure.

Eligible GMR employees are any employees who are required to physically be on company premises, (including support personnel) and our caregivers who provide direct patient care and support, and who have worked a shift in the 14 days before receiving a positive COVID-19 test result. We are working on the details of this program and the Risk and Safety and Human Resources teams will soon announce the specific guidelines and procedures, but we wanted to communicate this to you as soon as possible.

As you are doing the heroic work of taking care of patients during this pandemic, we also want to address your concerns regarding potential COVID-19 contact or exposure. We recognize those might be new terms for some of you in this unprecedented time, so we also want to clarify them:

- **Exposure** is defined as eye, mouth or other mucous membrane contact with a known or suspected infectious patient where appropriate PPE is not used or there is PPE failure.
- **Contact** occurs when an employee is wearing appropriate PPE (with no failures) and comes into contact with a known COVID patient or a vehicle carrying a COVID patient.

In either of the instances above, we know you need immediate information about what you should do next. GMR teams have developed an online tool called the [GMR Medical Assessment and Screening Tool](#) (MAST), which was announced last week and was renamed after the teams made additional updates. Using MAST should be your **first step** if you have experienced a confirmed or potential contact with a COVID-19 patient or environment or if you feel like you are experiencing COVID-19 symptoms. The assessment tool walks you through a series of questions to determine contact or exposure and recommends your next course of action, which could include any of the following: isolate, seek medical evaluation or return to work. The algorithm in the tool and all of our Nurse Navigation Line (NNL) protocols follow CDC recommendations and guidelines. And if the CDC makes changes, we quickly update our MAST and NNL approaches. If you still have concerns after reviewing the course of action from MAST, the NNL will help you get answers to your healthcare concerns.

We also want to dispel a concern that GMR NNL and MAST are being used for reporting or tracking PPE usage or even a method to determine if you would be covered by GMR should you contract COVID-19. GMR MAST and NNL are available to help you navigate your personal healthcare questions and concerns. We want you to have these tools because we know they are valuable resources to get you valid, timely and appropriate information and action. [Access the MAST Screening tool.](#)

Thank you for your ongoing commitment and dedication. We will continue to do everything we can to ensure your safety as you continue caring for patients and communities.

This is an unprecedented time and we are all in this together. *We'll get through this together.*

Stay Safe,



Randy Owen, CEO



Ted Van Horne, COO



Ed Racht M.D., CMO

Message distributed to all GMR employees