



DATE

RE: Phase Three Opening

TO: Peak Living Management

We are continuing to monitor news of the COVID-19 pandemic and The Centers for Disease Control and Prevention (CDC) recommendations for prevention. The health and safety of our residents and employees is our top priority. As states and counties begin to loosen COVID-19 restrictions Peak Living will assess and adjust our processes accordingly. The outlined procedures below should be put in place for Phase Three of opening our onsite offices as of DATE. Any additional procedures outlined by states or counties should also be followed.

What's Changing in Phase Three?

Resident Events:

Resident events that allow for social distancing will be permitted. All events must be pre-approved by the Regional Manager.

Packages:

Offices will be permitted to accept resident packages. Employees should wear gloves when handling mail and maintain social distancing when packages are picked up/delivered to the resident.

Common Areas:

General Precautions for all Common Areas:

- Applicable signage should be posted prominently throughout common areas. Signage has been included with the rollout of this memo
- Employees should monitor common areas regularly to ensure social distancing is being adhered to.
- Commonly touched items in common areas should be sanitized at least three times a day
- Sanitation supplies should be made available for resident use if possible

Pools:

All local regulations should be followed when opening a pool. If local or state regulations cannot be met due to current staffing and/or resources the pool opening may be postponed. Community Managers should work with their Regional Manager to determine appropriate steps. Below are general guidelines that should be followed.

- No guests will be allowed with limited capacities in place so residents can enjoy the amenity

- The Pool signage included with this memo should be prominently displayed throughout the pool area
- Pool furniture should be set up to allow for social distancing
- Sanitize stations should be set up in the pool area for use by residents If possible
- Pool occupancy and capacity will be based on local restrictions, please refer to Regional Manager for more details on your community pool
- On-site teams should monitor the number of residents in the pool area as often as feasible, but at least every 2 hours unless local restrictions require more frequent monitoring.
- Sanitation protocols should be implemented to sanitize pool chairs, tables, and other frequently touched items at least three times a day
- Chemical balance should be checked three times per day or more depending on local regulations
- Pool hours should be determined by local regulations. Please work with your Regional Manager to make this determination

Fitness Centers:

- The Fitness Center signage attached to this memo should be displayed prominently throughout the fitness center
- Workout equipment should be spaced to provide for at least 6' separation between patrons. If not feasible, place signs on equipment that should not be used and unplug machine
- Free weights or individual equipment items should be moved off the floor and stored away at this time (i.e. jump ropes, yoga mats/blocks, exercise balls, etc....)
- Provide a sanitation station for residents to use
- Employees should sanitize equipment and other commonly touched items at least three times a day
- Fitness Center hours should be determined by local regulations. Please work with your Regional Manager to make this determination

Grills:

- If residents choose to utilize the grills, they should be responsible for cleaning before and after each use with their own cleaning materials.

The Below Procedures Will Remain for Phase Three:

Supplies:

As restrictions are loosened the need for disinfecting supplies, gloves, sanitizer, soap, face coverings, etc. may increase. Community Managers and Service Managers are responsible for ensuring all the needed

supplies are procured for current and future needs. Community Mangers should work with their Regional Managers if they are not able to locate supplies.

General Precautions:

- All employees should continue to practice social distancing (maintaining 6 feet distance) from co-workers, residents, vendors, etc.... This includes during staff meetings and resident meetings.
- Avoid touching your eyes, nose and mouth
- Employees who are sick should stay home
- Hands should be washed or sanitized on a regular basis, especially after touching frequently used items or surfaces
- Sneeze or cough into a tissue, or the inside of your elbow. Used tissues should be discarded immediately
- Restrict use of any shared items
- Face coverings are required when working with the public and when social distancing cannot be maintained. Local ordinances should be followed
- Disinfect commonly touched items including office equipment, tools, handles, doorknobs, etc.

Monitoring:

- Employees should self-monitor for symptoms such as cough, shortness of breath, fever, chills, muscle pain, sore throat, and new loss of taste or smell. Employees should report to their manager every day prior to work if they are displaying any of these symptoms.
- Community Managers should conduct daily health checks with employees by educating employees on the above symptoms and ask if they are currently experiencing any symptoms. Daily check-ins should be conducted at the start of the shift and should be done safely and respectfully. Confidentiality should be respected.
- Community Managers should document completion of daily health checks in the “Employee Health Check Log”
- If an employee is displaying symptoms they should be sent home and can return once they have clearance from a health care provider and/or followed the [CDC recommendations](#).

Leasing Offices:

- All leasing offices will remain open to walk-in traffic
- Residents should be encouraged to utilize online payment options, email, and phones to communicate, but are allowed to enter the office.
- New lease signings and touring of apartments, certification completion and recertification completion can be done in person, while observing social distancing

- Taking social distancing into consideration, offices should set a maximum occupancy limit. Once max capacity is met, additional visitors should be asked to wait outside of the office until another person/group leaves the office.
- When giving an in person tour the below precautions should be taken:
 - Always maintain social distancing
 - Face coverings are required
 - Used office areas should be sanitized after each appointment
- Staff should wear gloves when handling payments or paperwork that is being touched by others
- Staff should avoid sharing office supplies or tools, if it is necessary these objects should be disinfected after each use
- Seating arrangements should be set up to allow for social distancing
- Office areas should display markings on the floor or use signage to notify what is appropriate social distancing
- Residents should be encouraged to submit work order requests via resident portal, phone or email, but walk in requests should be accepted.
- Laundry areas should continue to be cleaned/disinfected multiple times a day during business hours. Signs should be posted advising residents that they should use caution and be disinfecting after hours.
- ALL office areas should be cleaned daily and sanitized periodically throughout the day. Commonly touched objects in the office should be sanitized at least three times a day.
- Weather permitting, office windows should be open to allow for better circulation.

Service Procedures:

Before entering a unit, the below questions should be asked of the resident to assess the situation. If the answer is “Yes” to any of these questions you may be able to use a third-party vendor to complete the work, if one is available in a reasonable amount of time **AND COST IS APPROVED** by Asset Manager in advance. Vendors should only be used in emergency situations, if a vendor is not an option, service employees will be required to perform the work. If the work order is not urgent the resident should be informed that the work order will be completed when they are feeling well.

- “Have you experienced cough, fever or shortness of breath in the past two weeks?”
- “Have you or anyone that you live with been exposed to another person diagnosed by a medical professional with COVID-19?”
- “Have you or anyone that you live with themselves been diagnosed by a medical professional with COVID-19?”
- “Have you traveled to any place considered high risk for Coronavirus in the past 14 days?”

When a service employee enters an occupied apartment to complete a work order, they should follow the below precautions:

- Weather permitting, windows should be opened around work area
- Work area should be disinfected with bleach diluted in water. 4 teaspoons bleach per quart of water
- Wear disposable gloves when entering a unit, if available (If disposable gloves are not available you should follow CDC recommendations for handwashing). Properly and immediately dispose of these gloves after leaving the unit. When removing personal protective equipment, first remove and dispose of gloves. Then, immediately clean your hands with soap and water or alcohol-based hand sanitizer
- Hands should be washed prior to and after entering an apartment
- Wearing a face covering is required
- Ask the members of the household to stay in a separate room, or at least 6 feet away, while the work is being performed. If an occupant is not practicing social distancing the technician should inform them that it is company protocol for residents isolate and if the resident will not, the technician must leave, and work will be rescheduled
- Avoid touching your eyes, nose, and mouth with unwashed hands
- **(Sick resident precaution only)** If an employee needs to enter the unit of a sick resident, and they do not wear a disposable painter's suit, upon leaving the unit the employee can change clothes and wash laundry thoroughly before returning to work. Employees will be paid for time spent to change clothes

For other recommendations please review the CDC recommendations:

(<https://www.cdc.gov/coronavirus/2019-ncov/hcp/guidance-prevent-spread.html>)

The best form of prevention when entering a unit is to adhere to social distancing, wash hands thoroughly and do not touch your face.

If unable to locate supplies for purchase, please contact your Regional Manager or Michael Collings.

We will continue to monitor all news regarding the spread of the Coronavirus throughout the United States and recommend you to reference the World Health Organization

(<https://www.who.int/emergencies/diseases/novel-coronavirus-2019>) , the U.S. Centers for Disease Control and Prevention (<https://www.cdc.gov/coronavirus/2019-ncov/index.html>), and your local health department for updated information on the virus.

Thank you for your attention to this matter and compliance to these precautions.