

**NFL-NFLPA Treatment Response Protocol For The 2020 Season**

- I. Introduction.
  - a. This Treatment Response Protocol shall govern a Club’s response when a player, member of the Club’s Essential Football Personnel, Essential Support Personnel, or Other Medical/Special Services provider or other Club employee experiences symptoms of or tests positive for COVID-19 pursuant to the Screening and Testing Protocol during the 2020 NFL Season.
  - b. The parties will continue to update this Protocol as circumstances warrant and as the science evolves.
  
- II. Infection Control Officer and Infectious Disease Specialist. Each Club shall identify an Infectious Disease Specialist (“IDS”) to serve as a point of contact in the event of an Infectious Disease Emergency (“IDE”), which shall be defined as circumstances caused by biological agents, including bacteria, viruses or toxins with the potential for significant illness or death. IDEs include naturally occurring outbreaks (e.g., measles, mumps, meningococcal disease), emerging and/or novel infectious diseases (e.g., COVID-19), and bioterrorism. Each Club must also appoint an Infection Control Officer to oversee the implementation of the NFL-NFLPA COVID-19 Protocols and to serve as the primary point of contact for any Club employee who experiences symptoms of COVID-19 or tests positive for COVID-19. The Infectious Disease Specialist Contact and Infection Control Officer must be identified prior to the return of players to NFL club facilities for Training Camp.
  
- III. Infectious Disease Emergency Response (“IDER”) Plan. Prior to NFL players returning to NFL Club facilities to start Training Camp, NFL Clubs were each be required to develop an Infectious Disease Emergency Response (“IDER”) Plan that sets forth the Club’s plan for containing an outbreak of disease (in this case, the COVID-19 pandemic). The NFL and NFL Players Association (NFLPA) provided a model baseline IDER Plan for Club use. Each Club’s IDER Plan was subject to review and approval by the NFL, NFLPA and Infection Control for Sports (“ICS”) (formerly known as the Duke Infection Control Outreach Network or “DICON”) as outlined in the parties’ side letter agreement.
  
- IV. Reporting Requirements.
  - a. Any player, Club employee or contractor (or any person sharing a home with the aforementioned individuals) who develops symptoms or tests positive by rt-PCR or antigen testing (or such other testing agreed to by the parties pursuant to the NFL-NFLPA Screening and Testing Protocol), shall: (i) immediately notify the Club’s Head Team Physician and/or Head Athletic Trainer of such<sup>1</sup>, (ii) self-

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<sup>1</sup> Notification to the Club regarding persons who cohabitate with player, Club employee or contractor that develop systems or test positive is the responsibility of the Club affiliated individual.

isolate, and (iii) be medically evaluated by either the Club's physician(s) or the individual's private physician, who shall consult with the Club physician and the Club's IDS (where applicable) to determine next steps, including COVID-19 testing pursuant to this Protocol.

- b. All players, Club employees and contractors must promptly notify the Club's Head Team Physician and/or Head Athletic Trainer if he or she suspects coming into contact with someone that has COVID-19. The following are common symptoms of COVID-19:
  1. Loss or diminution of smell or taste
  2. Cough
  3. Shortness of breath
  4. Chest Pain
  5. Feeling feverish, chills
  6. Muscle pain (not exercise related)
  7. Nausea, vomiting, diarrhea
  8. Sinus or cold-like symptoms (headache, congestion, runny nose, sore throat)
  9. Fever (temperature  $\geq$  100.4 degrees)
  
- c. The Club Infection Control Officer must notify the NFL Chief Medical Officer of confirmed or suspected (i.e., based on symptoms) cases of COVID-19 as soon as possible and will include the following information:
  1. Date of the positive test
  2. Category of the known positive:
    - a. Owner/Employee:
      - i. Player
      - ii. Staff (Essential Football/Essential Support)
      - iii. Non-Essential Personnel
    - b. Vendor
    - c. Visitor
      - i. Business-side
      - ii. Restricted Area Access (if so, why?)
  3. Method of Detection
    - a. Home or Facility Screen
    - b. Test Result (and where)
    - c. Other
  4. Name and contact of local/state health department with whom the club is coordinating contact tracing
  5. Facility Access
    - a. Last time at facility
    - b. Length of time at facility
    - c. Categories of persons in contact with at the facility
    - d. Nature and approximate duration of contact

6. Current quarantine location/Expected return date

As soon as possible following receipt of such information, the NFL Chief Medical Officer will notify the NFL Players Association's Medical Director about an individual testing positive at the club and convey all of the above information in a deidentified manner. The NFL Chief Medical Officer will also notify Infection Control for Sports ("ICS") (formerly known as the Duke Infection Control Outreach Network ("DICON")) of the above information (in a deidentified manner), who will be available to offer assistance and support to the club medical staff as needed (e.g., transmission mitigation, disinfection, etc.). Should the NFL Players Association learn of a COVID-19 positive test for a player or other club employee, the NFLPA will provide the above (deidentified) information to the NFL Chief Medical Officer as soon as possible after receiving the information.

- V. Protocol for a Club Employees, Contractors or Players Who Experience Symptoms of COVID-19
- a. Any player or Club employee/contractor who works at a Club facility in which NFL players enter either (i) reports and /or exhibits symptoms of COVID-19 or (ii) has a confirmed temperature reading at or above 100.4 degrees Fahrenheit during either his/her Home Screen or Facility Screen **may not enter the Club facility**, but instead must immediately self-isolate away from the facility and other Club employees and must contact the Club's Infection Control Officer, Head Athletic Trainer or Head Team Primary Care Sports Medicine Physician for testing and further consultation and direction.
  - b. If a player or Club employee/contractor develops symptoms of COVID-19 for the first time while inside the Club facility, that individual must be placed in a mask and immediately isolated in a separate room with a closed door and transported and quarantined at home as soon as possible. Particular care should be taken to limit/eliminate any contact with Restricted Areas in the Club facility.
  - c. Any player, Essential Football Personnel, Essential Support Personnel or Other Medical/Special Services Provider who develops symptoms of COVID-19 will be tested pursuant to the Screening and Testing Protocol as soon as medically feasible.
  - d. The following additional testing for NFL Players who are High Risk (as defined below) or have COVID-19 symptoms are required:
    - i. Home pulse oximeter, if confirmed COVID-19 positive.
    - ii. If fever or flu-like symptoms are present and COVID-19 is not confirmed initially, testing for other viral syndromes such as influenza and RSV should be considered (i.e., respiratory multiplex viral PCR).

- iii. If initial PCR testing is negative, repeat testing for COVID-19 must be considered pursuant to the Screening and Testing Protocol.
  - iv. Confirmation of another virus does not rule out co-infection with COVID-19, and re-testing for COVID-19 should be considered if symptoms persist beyond one week.
  - v. Labs and ECG are not recommended in patients being managed as an outpatient during the acute phase of a COVID-19 illness as conducting these tests place others at risk when the patient should be in isolation; however, players will require some cardiovascular evaluation before a return to exercise.
- e. Clubs must also take the following steps to minimize potential transmission to others in the event that a Club employee, contractor or player is identified as experiencing symptoms of (but has not tested positive for) COVID-19:
- i. Identify all other Club employees, contractors and players, who have had “Close Contact<sup>2</sup>” with the symptomatic (but not COVID positive) individual and closely monitor them for any changes in their health or signs of potential COVID-19 symptoms.
    - a. Any player, Essential Football Personnel, Essential Support Personnel or Other Medical/Special Service provider who has had Close Contact (but is not a “High Risk” Close Contact) with a symptomatic individual and remains asymptomatic shall immediately be isolated away from others, and receive a PCR virus test (or such other test required by the parties) as soon as practicable. Such individual must continue to isolate him or herself until the results of the PCR virus test are obtained and are negative. Thereafter, if this individual remains asymptomatic, he or she will be permitted to continue to attend the Club facility and participate in activities, subject to the following:
      - i. Daily testing post-exposure on Days 1-8 and thereafter in accordance with the regular testing schedule set forth in the Screening and Testing Protocol;

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<sup>2</sup> The CDC defines “Close Contact” as living in the same household, being within six (6) feet of someone for at least fifteen (15) cumulative minutes, or being in direct contact with secretions from a sick person with COVID-19 (e.g., being coughed on). Close Contact does not include brief interactions, such as walking past someone. For purposes of clarity, this shall include individuals who have had Close Contact with an infected individual while playing a game or during game associated travel. Certain Close Contacts will be determined to be “High Risk” Close Contacts as defined below in these Protocols.

- ii. Daily health questionnaires for COVID-19 symptoms, which shall include the questions in the attached COVID-19 Screening Form; and
    - iii. Increased temperature checks (minimum of 3 times daily).
    - iv. A record of all testing and screening results shall be maintained by the Club medical staff. For players, testing records shall be entered into each player's EMR.
  - b. In the event a player, Essential Football Personnel, Essential Support Personnel or Other Medical/Special Services provider is identified as a Close Contact (but not a "High Risk" Close Contact) to a symptomatic individual on the day before a game or on Game Day, and that individual remains asymptomatic, that individual shall immediately receive a Mesa Test as soon as practicable. Such individual must isolate him or herself until the results of the test are obtained and are negative. Thereafter, if this individual remains asymptomatic, he or she will be permitted to travel and/or participate on the day before a game and/or Game Day, subject to the following:
    - i. Daily testing post-exposure on Days 1-8 and thereafter in accordance with the regular testing schedule set forth in the Screening and Testing Protocol;
    - ii. Daily health questionnaires for COVID-19 symptoms, which shall include the questions in the attached COVID-19 Screening Form; and
    - iii. Increased temperature checks (minimum of 3 times daily).
    - iv. A record of all testing and screening results shall be maintained by the Club medical staff. For players, testing records shall be entered into each player's EMR.
2. Immediately clean and disinfect (with hospital-grade EPA List N disinfectants) all surfaces (including equipment), door handles,

gym equipment, bathrooms and shower facilities to which the symptomatic individual had access in the previous 24 hours.

3. Reinforce the importance of enhanced hygiene by all individuals, including players and members of the football staff, throughout the club.
- ii. The symptomatic individual may not return to any Club facility or interact with any other Club employee or consultant (other than the medical staff) unless and until each of the following has occurred:
    1. The individual has had two (2) negative PCR virus tests, at least 24 hours apart; and
    2. For players, Essential Football Personnel, Essential Support Personnel, and Other Medical/Special Service Providers: the Club's Head Team Primary Care Sports Medicine Physician approves the individual to return to the Club's facilities and the NFL Chief Medical Officer is notified.

VI. Care and Monitoring for players, Essential Football Personnel, Essential Support Personnel and Other Medical/Special Services providers Who Test Positive for COVID-19

- a. Club medical staff shall direct the care of any player who tests positive for COVID-19. Players shall remain entitled to also consult with their personal physicians in all related matters, including care and treatment. While in isolation following a positive test for COVID-19 (as specified below), a player or Essential Football Personnel Individual must be in daily communication with Club medical staff, including regular follow-up testing (pursuant to the NFL-NFLPA Screening and Testing Protocol) and monitoring of symptoms. Clubs should identify a health care facility to which it will refer players who test positive for COVID-19 for treatment if the circumstances warrant, including but not limited to hospitalization.
- b. Initial Management after a positive test for COVID-19 (regardless of symptoms):
  - i. The infected individual must immediately isolate from all people (other than medical professionals, as necessary) and continue his or her isolation and restrict all activities outside the home (other than receiving medical care) until he or she receives clearance from his or her physician and (for players, Essential Football Personnel, Essential Support Personnel and Other Medical/Special Services Providers ) the Club's Head Team Primary Care Sports Medicine Physician.

- ii. If the individual is at the Club facility when he or she tests positive for COVID-19, the infected individual must be placed in a mask and immediately isolated in a separate room with a closed door in the Club facility, and transported and quarantined at home as soon as feasible.
- iii. The infected individual must be provided with a thermometer and pulse oximeter and infected individuals must be instructed to conduct daily self-symptom and temperature checks.
  - 1. Players and Essential Football Personnel who test positive for COVID-19 must communicate their daily symptom and temperature checks to the Club's Head Athletic Trainer and/or Head Team Primary Care Sports Medicine Physician on a daily basis.
  - 2. Clubs should consider monitoring infected players' HRV, respiratory rate and slow-wave sleep using wearable sensor technology (subject to the approvals set forth below).

Clubs must provide family/household members of the infected individual instructions about precautions, home cleaning, duration of isolation, and recommendations for daily monitoring of household contacts, as well as testing pursuant to the Screening and Testing Protocol.

- c. Clubs must also take the following steps to minimize potential transmission to others in the event that a Club employee, contractor or player tests positive for COVID-19:
  - i. "High Risk" Close Contacts: In the event that a Club employee, contractor or player tests positive for COVID-19, the Club ICO, working closely with IQVIA the NFL Chief Medical Officer and the NFL Management Council, in coordination with the NFLPA shall identify all other Club employees, contractors and players who have had Close Contact with the positive individual and closely monitor them for any changes in their health or signs of potential COVID-19 symptoms. Such individuals shall be identified as a "High Risk" Close Contact if they have had exposure to the confirmed positive individual that the NFL Chief Medical Officer, in consultation with those as set forth above, concludes represents a higher than normal risk of exposure due to the duration, proximity or other circumstances of the interaction with the confirmed positive. Such "High Risk" Close Contacts must be isolated immediately and will not be permitted to return to the Club facility or interaction with other Club employees and players until a minimum of five (5) days have passed since the last exposure to the infected individual (date of last

exposure to the infected individual plus five (5) days) and must be monitored for symptoms while continuing daily PCR testing.

- a. Players, Essential Football Personnel, Essential Support Personnel, and Other Medical/Special Services Providers who have had Close Contact (but not a “High Risk” Close Contact) with the positive individual in the preceding 48 hours and who remain asymptomatic shall receive a PCR virus test (or such other test required by the NFL and NFLPA) as soon as practicable. Within 24 hours of receiving the results of the PCR virus test, if such test is negative, the individual will receive a second PCR test. Such individual must isolate him or herself until the results of the first test is obtained and is negative. Thereafter, if this individual remains asymptomatic, he or she will be permitted to continue to attend the Club facility and participate in activities, subject to the following:
  - i. Daily testing post-exposure on Days 1-8 (and thereafter in accordance with the regular testing schedule set forth in the Screening and Testing Protocol);
  - ii. Daily health questionnaires for COVID-19 symptoms; and
  - iii. Increased temperature checks (minimum of 3 times daily).
  - iv. The individual should consider monitoring HRV, respiratory rate and slow-wave sleep using wearable sensor technology (subject to the approvals set forth below).
- b. In the event a player, Essential Football Personnel, Essential Support Personnel, or Other Medical/Special Services Provider is identified as a Close Contact (but not a “High Risk” Close Contact) to a positive individual on the day before a game or on Game Day, and that individual remains asymptomatic, that individual shall immediately receive a Mesa Test as soon as practicable. Such individual must isolate him or herself until the results of the test are obtained and are negative. Thereafter, if this individual remains asymptomatic, he or she will be permitted to travel



and/or participate on the day before a game and/or Game Day, subject to the following:

- i. Daily testing post-exposure on Days 1-8 and thereafter in accordance with the regular testing schedule set forth in the Screening and Testing Protocol;
  - ii. Daily health questionnaires for COVID-19 symptoms, which shall include the questions in the attached COVID-19 Screening Form; and
  - iii. Increased temperature checks (minimum of 3 times daily).
  - iv. A record of all testing and screening results shall be maintained by the Club medical staff. For players, testing records shall be entered into each player's EMR.
2. Players, Essential Football Personnel, Essential Support Personnel, and Other Medical/Special Services Providers who have had Low Risk<sup>3</sup> or Medium Risk<sup>4</sup> Exposures to the individual who tested positive must be monitored for symptoms of COVID-19 consistent with this protocol and will otherwise be tested at the normal cadence set forth in the Screening and Testing Protocol.
- ii. Immediately clean and disinfect (with hospital-grade EPA List N disinfectants) all surfaces (including equipment), door handles, gym equipment, bathrooms and shower facilities to which the infected or symptomatic individual had access in the previous 24 hours.
  - iii. Reinforce the importance of enhanced hygiene by all individuals, including players and members of the football staff, throughout the Club.

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<sup>3</sup> For purposes of these protocols, a Low Risk Exposure is defined as an individual who was present at the club facility with the infected individual but had no interaction with the infected individual and had no shared locations with the infected individual in the previous 48 hours.

<sup>4</sup> For purposes of these protocols, a Medium Risk Exposure is defined as an individual who: maintained a distance of 6 feet or greater from the infected individual; had only brief interaction (less than 10 minutes) with the infected individual within 6 feet and both persons were wearing masks; had no physical contact with the infected individual or shared objects during practice, while other locations in the facility were shared with social distancing and cleaning standards as set forth in these protocols.

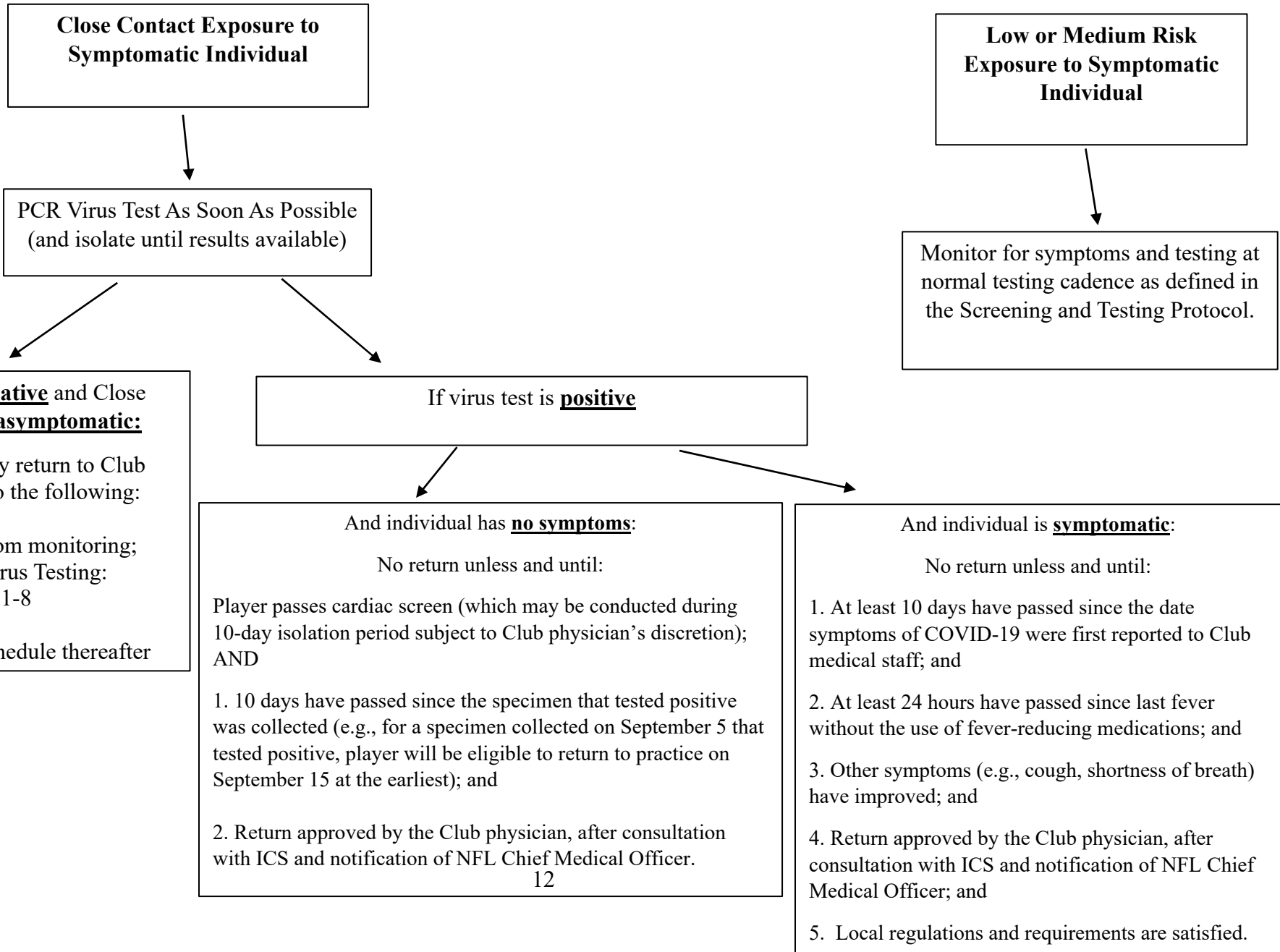
- d. Any individual (including players) who tests positive for COVID-19 will NOT be allowed to travel, access any Club facility or have direct contact with any other players, Essential Football Personnel, Essential Support Personnel, and Other Medical/Special Services Providers or other Club employees, or contractors other than the medical staff unless and until each of the following occurs:
  - i. For Club employees/contractors who test positive but remain asymptomatic:
    1. 10 days have passed since the specimen that tested positive was collected (e.g., for a specimen collected on September 5 that tested positive, player will be eligible to return to practice on September 15 at the earliest); and
    2. The Club's Head Team Primary Care Sports Medicine Physician, after consultation with Infection Control for Sports (formerly DICON) ("ICS") and notification of the NFL Chief Medical Officer, determines that the individual may return to the Club facility and interaction with other Club employees/contractors.
  - ii. For Club employees/contractors who test positive and experience symptoms of COVID-19:
    1. At least 10 days have passed since the date symptoms of COVID-19 were first reported to Club medical staff; and
    2. At least 24 hours have passed since the individual last had a fever without the use of fever-reducing medications; and
    3. Other symptoms (e.g., cough, shortness of breath) have improved; and
    4. The Club's Head Team Primary Care Sports Medicine Physician, after consultation with ICS and notification of the NFL Chief Medical Officer, determines that the individual may return to the Club facility and interact with other, Club employees/contractors; and
    5. Any local regulations or requirements are satisfied.
    6. For symptomatic infections that are categorized as **mild**, prior to team training and game play, player must complete a minimum 3-day progressive exercise protocol under team medical staff supervision with appropriate clinical monitoring before returning to full participation. For **moderate to severe** infections

(hospitalized), it is recommended that prior to team training and game play, the player complete a progressive exercise protocol for a minimum of 7 days or equal to twice the duration of the hospitalization.

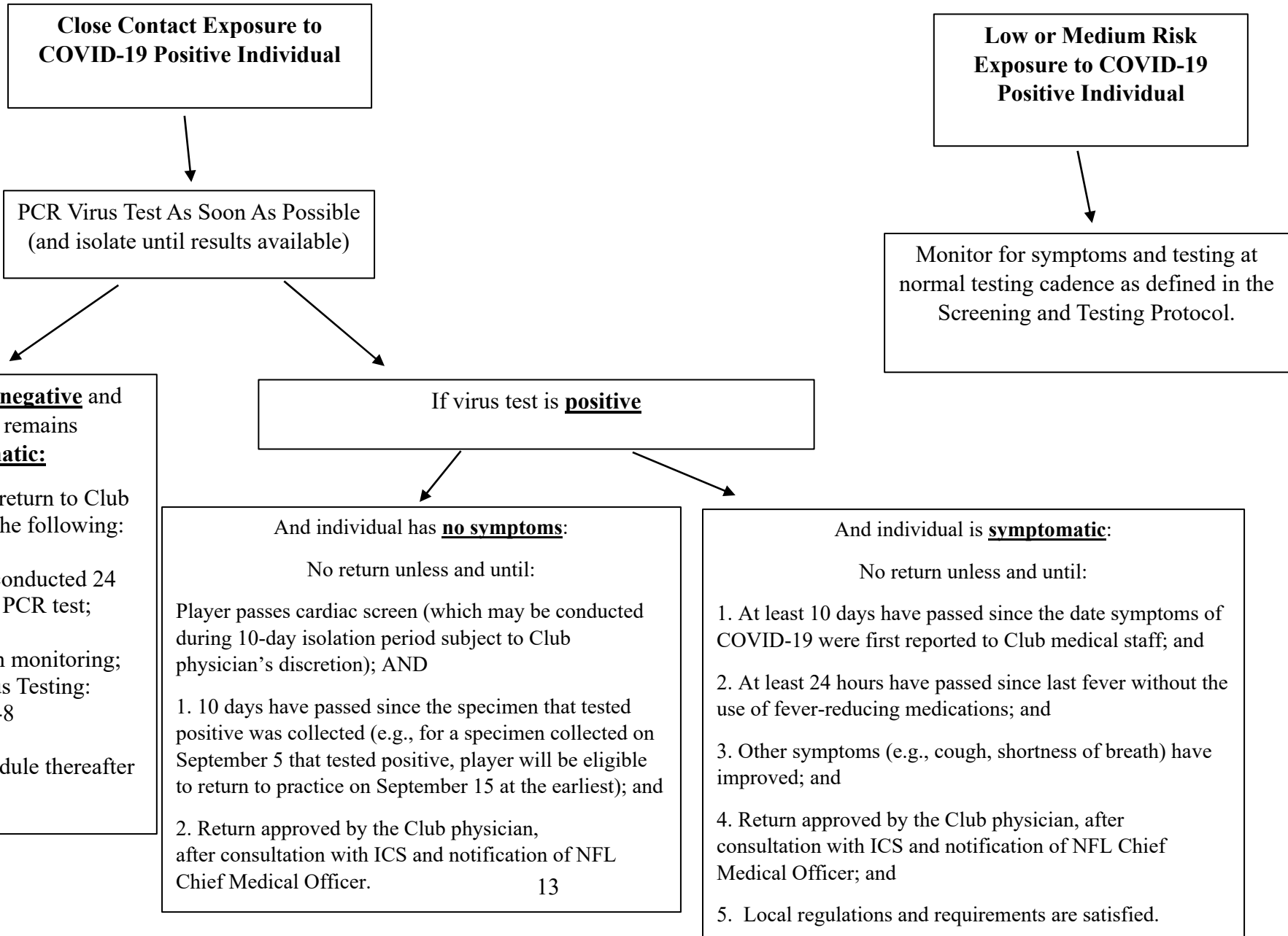
- e. Additional Cardiac Screening for Players Who Have Tested Positive For The COVID-19 Virus and Have Recovered and Players Who Test Positive for COVID-19 Antibodies
  - i. Any player who (i) tests positive for COVID-19 (by PCR or antibody test), (ii) is presumed COVID-19 positive, or (iii) has any cardiopulmonary symptoms (e.g., shortness of breath, chest pain, tachycardia), is required to undergo the following testing prior to returning to participation:
    1. High-sensitivity troponin testing (or troponin I or T if high-sensitivity troponin);
    2. Standard 12-lead electrocardiogram (ECG); and
    3. Two-dimensional resting echocardiogram to assess left ventricular function.

This screening may occur during the player's 10-day isolation period, subject to the Club physician's discretion. In each case, the Club's Team Physician will review the results of the player's troponin and cardiac screening with the Club cardiologist. If there are any abnormalities or if additional testing is necessary, such testing should be facilitated by the Club medical staff pursuant to the Screening and Testing Protocol.

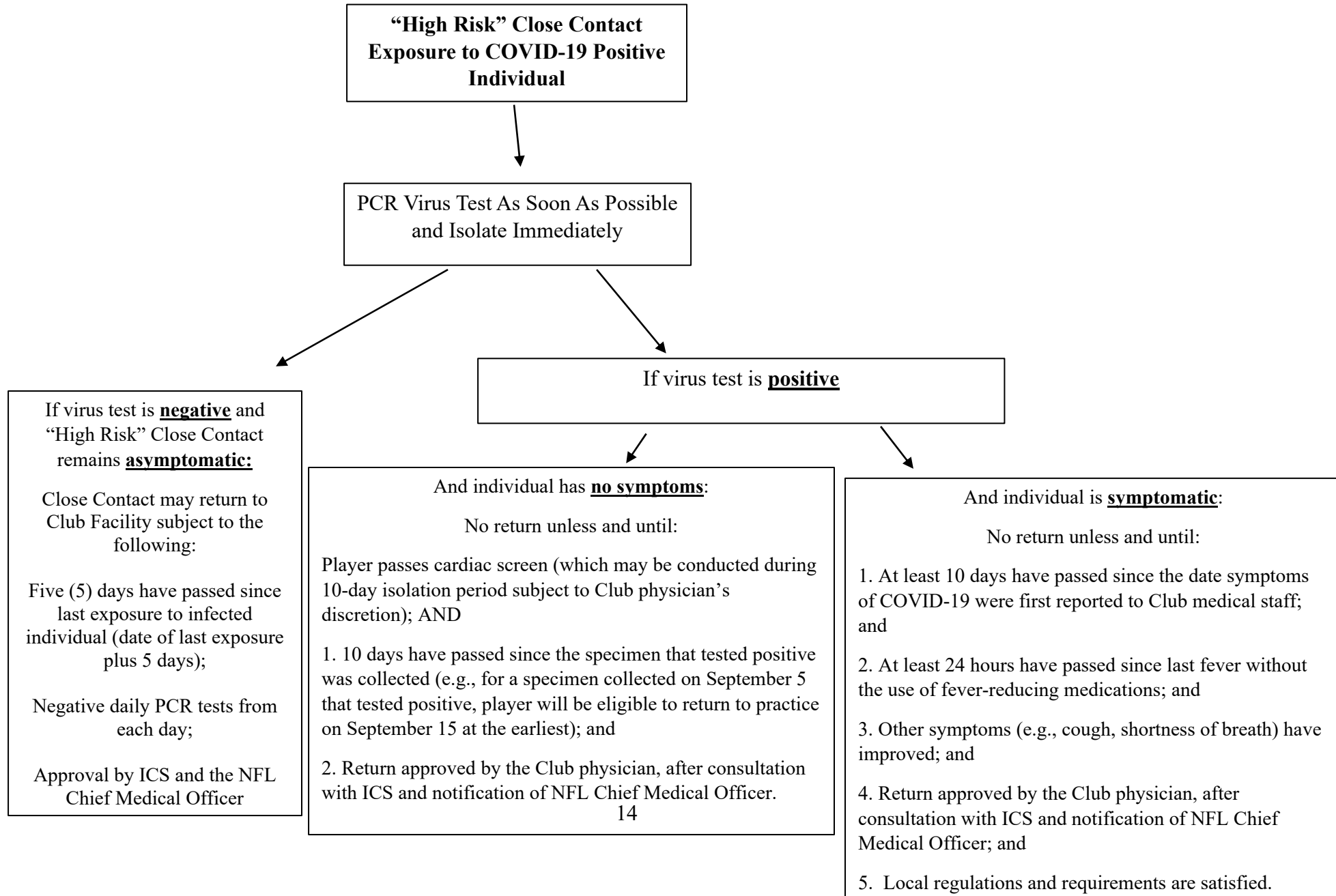
f. Mitigation and Treatment Rubric for Exposures to Symptomatic Individual



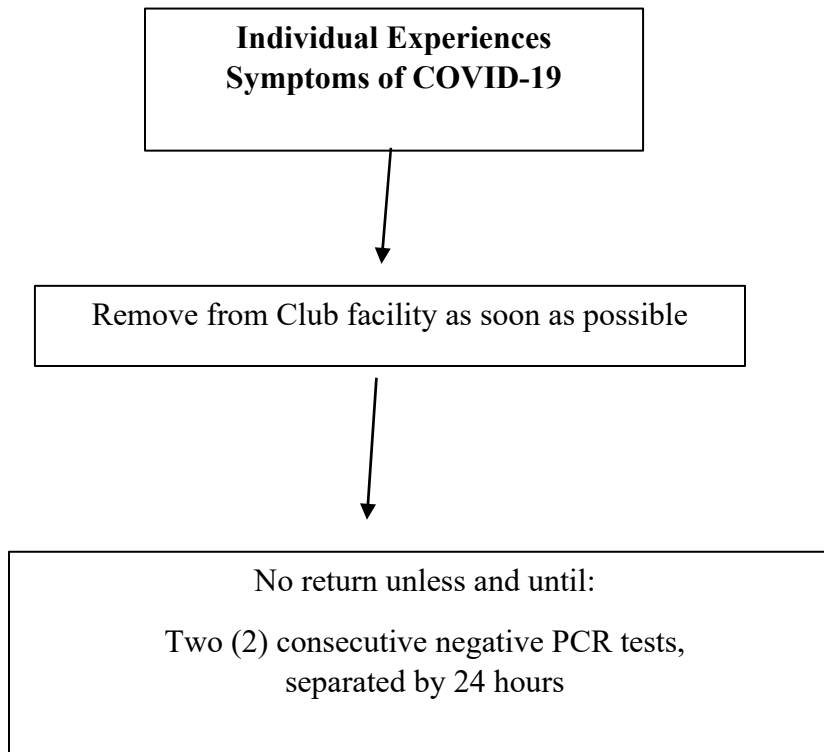
g. Mitigation and Treatment Rubric for Exposures to COVID-19 Positive Individual



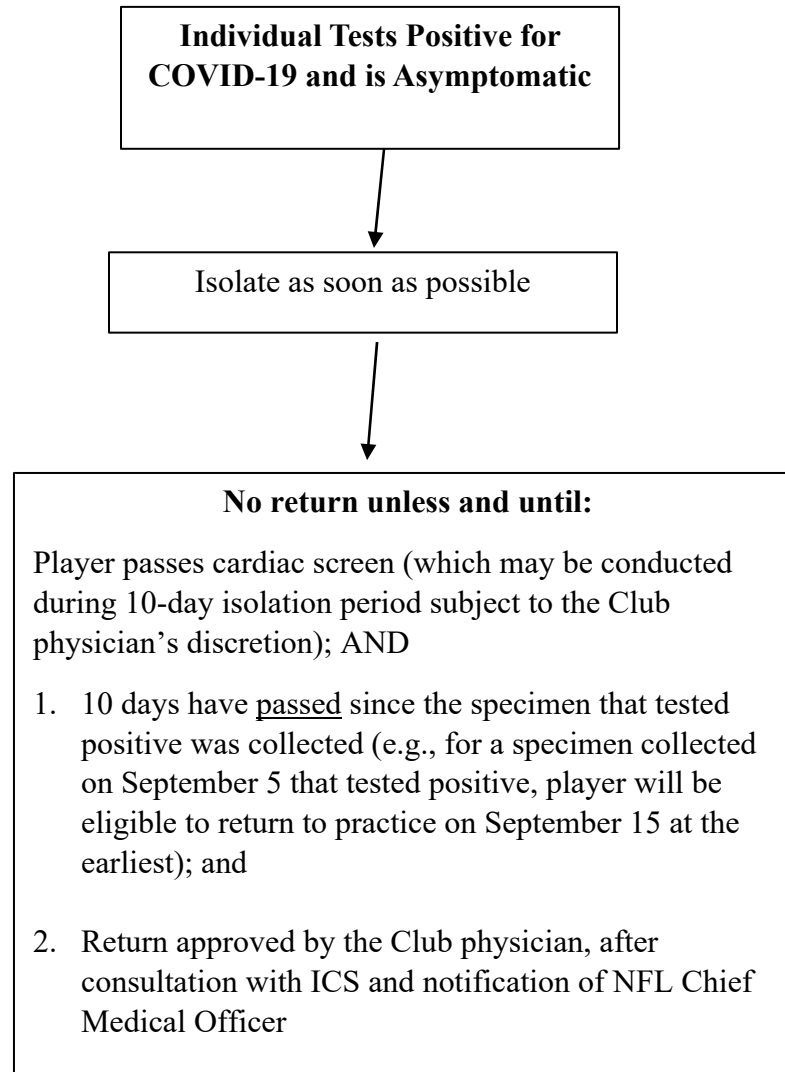
h. Mitigation and Treatment Rubric for “High Risk” Close Contact to COVID-19 Positive Individual



i. **Treatment Rubric for Individuals Experiencing Symptoms of COVID-19**

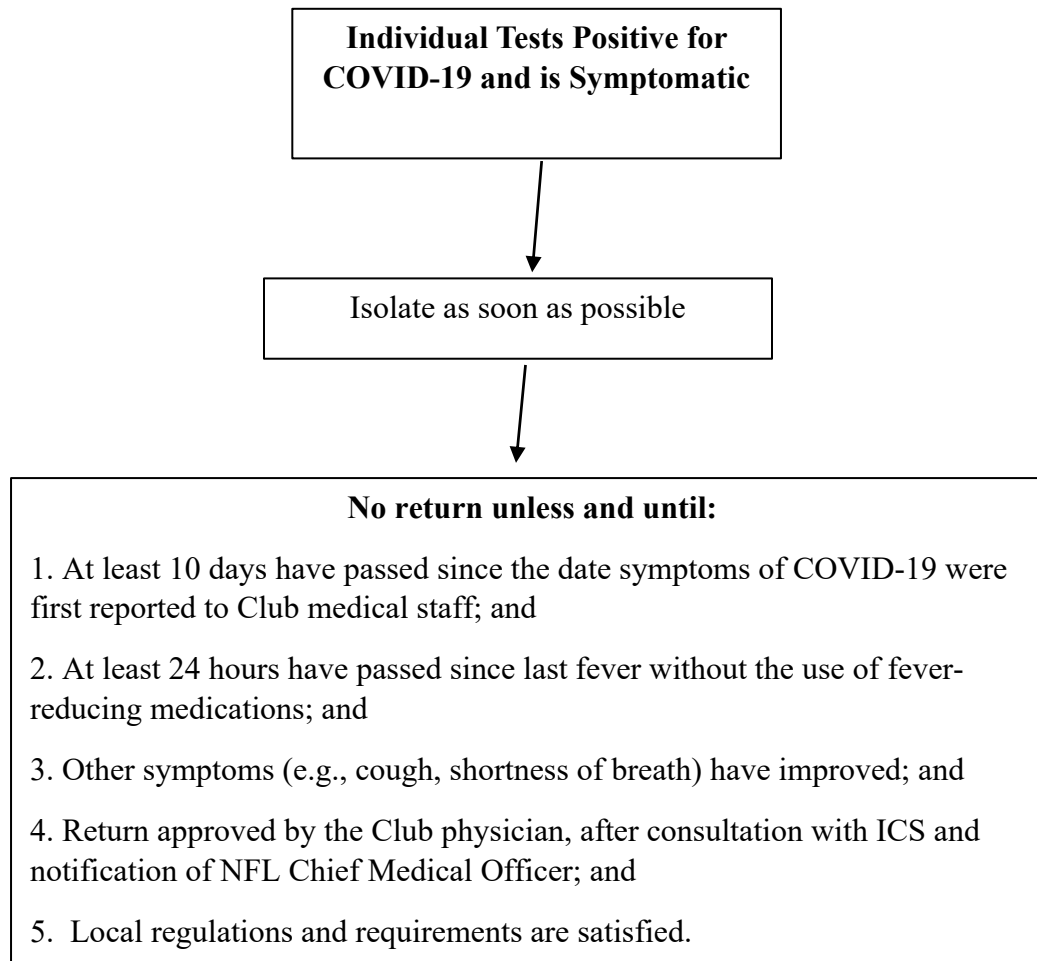


j. **Treatment Rubric for COVID-19 Positive Individual who is Asymptomatic**





k. **Treatment Rubric for COVID-19 Positive Individual who is Symptomatic**



VII. Contact Tracing and Additional Measures to Reduce the Risk of Transmission

- a. Contact tracing shall be conducted by IQVIA (a third-party firm with expertise in contact tracing that has been jointly appointed and retained by the Parties), in conjunction with the Club's Infection Control Officer immediately upon a positive test result of a Club employee or contractor. IQVIA and the Club's Infection Control Officer and will work cooperatively with local health authorities to identify other people who have been in contact with the person who tests positive. Clubs should proceed with contact tracing even if the response of local health authorities is delayed. If there are no such applicable local regulations, the Club ICO shall develop a process for contact tracing.
- b. Contact tracing is key to slowing the spread of COVID-19 and helps protect players, Club staff and the community. NFL players are strongly encouraged to be honest and forthcoming during any contact tracing interview(s). Information disclosed during contract tracing cannot be used for punishment. Specifically, NFL players participating in contact tracing efforts pursuant to the NFL-NFLPA COVID-19 Protocols, will not be subject to any form of discipline by the NFL or any NFL Club. Information shared during contract tracing interviews shall be used for identifying potential contact exposures only. No personal data is recorded and data protection guidelines shall be observed. If the NFL or an NFL Club disciplines a player for any violation of the NFL-NFLPA COVID-19 Protocols, the NFL and/or NFL Club must demonstrate that it obtained evidence of such violation outside of contact tracing interviews.
- c. In the event of a confirmed positive test for COVID-19 for any Club employee, contractor or individual accessing the Club facility, in coordination with local health officials, each Club must:
  - i. Conduct a contact tracing investigation to identify all other Club employees, contractors and/or players, including at other Clubs, who had Close Contact with the infected individual;
    1. Contact tracing to determine Close Contact exposures in-game will be conducted using Kinexon tracking devices.
    2. Players, Essential Football Personnel, Essential Support Personnel, and Other Medical/Special Services Providers will also be required to wear Kinexon Proximity Recording tracking devices at all times while engaged in team activities (including in the Club facility, during practices, and during team travel). Such devices will only be used to determine Close Contact exposures during team activities. The data and information collected from the Proximity Recording tracking devices shall not be shared with or used by the

Club or any third party for any purpose other than evaluating Close Contact exposures and evaluating efficacy and compliance with the NFL-NFLPA COVID-19 Protocols.

- ii. Notify those individuals of their potential exposure and probable need for quarantine or isolation pending the results of testing;
- iii. Arrange for those individuals to be tested; and
- iv. Notify the proper health authorities as required by the applicable local regulation/law.
- v. Each Club's contact tracing procedures shall include the following mandatory steps:
  1. The Club ICO must review the Kinexon device proximity data for the infected/symptomatic individual to identify any other individuals who are Close Contacts to that person;
  2. The Club ICO must also interview the infected/symptomatic individual to determine whether there are additional Close Contacts that may be identified;
  3. For any occurrence when a Club has receives a positive test result or an individual reports symptoms of COVID-19, the Club is required to engage IQVIA to participate in the entirety of the contact tracing process. Specifically, the Club ICO will be required to contact IQVIA and review: (i) the relevant Kinexon data for that individual and any Close Contacts identified as a result; (ii) whether additional individuals should be identified as Close Contacts; (iii) the information gathered as a result of the Club's contact tracing interviews with the positive or symptomatic individual and any Close Contacts; and (iv) the steps taken as a result of the data and interviews. IQVIA may require the Club ICO to conduct further investigation and/or interviews upon its review. The Club is not required to have a member of IQVIA's staff participate in each interview but is encouraged to do so. Also, in certain circumstances the NFL Management Council and NFL Chief Medical Officer may participate in the contact tracing process to identify Close Contacts or additional risk of transmission.
  4. If the Contact Tracing process results in the NFL Chief Medical Officer determining that certain individuals are "High Risk" Close Contacts, such "High Risk" Close Contacts must be isolated

immediately and will not be permitted to return to the Club facility or interaction with other Club employees or players until a minimum of five (5) days have passed since the last exposure to the infected individual (date of last exposure to the infected individual plus five (5) days) and must be monitored for symptoms while continuing daily PCR testing.

- d. Such Close Contacts (other than players, Essential Football Personnel, Essential Support Personnel, and Other Medical/Special Services Providers) should be referred to a local healthcare facility for COVID-19 virus testing.
- e. Each Club's ICO will be required to participate in a telephonic or virtual check-in meeting with IQVIA once per week (regardless of whether the Club had positive tests during that week) to review the Club's Kinexon data for the previous week and to identify potential risk mitigation techniques or strategies the Club may employ going forward.