



COVID-19 PROTOCOL FOR 2021 OFF-SEASON TRAINING

The health of Player and Club personnel remains the League's top priority in providing for the use of Club facilities during the upcoming 2021 off-season. With this in mind, the League is continuing its implementation of preventative measures to be implemented during the off-season to help protect Players and Club personnel against the contraction of COVID-19, as well as procedures regarding detection of infection and transmission of COVID-19. To the extent feasible, these measures and procedures are intended to be applied consistently with Collective Bargaining Agreement provisions regarding off-season training, including specifically CBA Subsection 15.11 (see Attachment 1), which provisions remain in effect unless expressly amended in this Protocol.

The NHL has worked closely with the NHLPA in establishing the framework set forth herein. It has also developed this approach with the input of both the NHL's and the NHLPA's respective medical, epidemiology and infectious disease experts as well as Club medical personnel. This Protocol, while very comprehensive, cannot mitigate all risk. A range of clinical scenarios exist, from very mild to fatal. COVID-19 generally affects older age groups and those with previously existing medical conditions, more so than younger, and otherwise healthy, individuals, and we recognize that Players and personnel have family and household members who may fall into these vulnerable categories.

For the 2021 Off-Season, application of certain provisions in this Protocol are based on vaccination status. This approach has been adopted as a result of: (1) the availability and adoption of approved COVID-19 vaccinations by a large percentage of Club and Player personnel in all U.S. markets, which hopefully will extend to Canadian markets during this Off-Season (or sooner); and (2) updated and recent directives by federal health authorities regarding interactions among vaccinated individuals.

The provisions in this Protocol are subject to future revision for various reasons, including in the case of a team outbreak.

1. GENERAL

Clubs shall open their training facility in the Club's home city in order to permit Players to engage in individualized training activities on a voluntary basis, within seven (7) days following the receipt of notice from at least five (5) of the Club's Players that they intend to use the facility for off-season training (hereinafter "Off-Season Training"). Clubs, at their discretion, may choose to open their facilities at an earlier date than set out above as they may deem appropriate.

Permitted Activities and other preventative measures, and detection measures, will be determined in accordance with the vaccination status of the Club individual using the Club facilities (“Club Facilities”) (see Section 3).

Clubs are required to comply with all applicable regulations imposed by local, provincial/state, and federal health authorities. If the applicable local, provincial/state or federal regulations impose less stringent standards than are set forth in this Protocol, this Protocol will govern, unless expressly stated otherwise herein. Clubs shall also comply with the mandates and recommended best practices of the CDC and/or the Public Health Agency of Canada (“Health Canada”) applicable to them and the facility in which Off-Season Training activities are to take place, including any changes to such recommendations that may come into effect after the commencement of OffSeason Training. Clubs who are unable to allow access to Players in their facility as contemplated by this OffSeason Training Protocol, or who are concerned that their operations do not satisfy public health recommendations, shall notify Bill Daly or Julie Grand, so that we can work with the Club to determine alternative arrangements.

2. PARTICIPANT GROUPS

All participants in Off-Season Training Activities are assigned to “Groups” based on their roles and responsibilities, on the one hand, and, on the other hand, the level of their required access to: (a) Player areas (hereafter, “Restricted Areas”), which include without limitation, locker rooms, team benches, penalty benches, on-ice, training rooms, rehabilitation areas, exam/procedure rooms, weight rooms, hydrotherapy rooms, equipment rooms, coaches rooms, strength and conditioning areas, laundry rooms, dressing rooms, areas of ingress and egress into the Club Facilities, General Managers’ work spaces, and the corridors and paths of travel connecting each of the foregoing (to the greatest extent practicable); and (b) other areas (hereafter “Non-Restricted Areas”).

As a guiding principle, the greater the number of Unvaccinated Individuals (defined in Section 3) involved in each Club’s Training Activities, the greater the risk of possible infection. In order to limit the possible exposure and risk of transmission, staff should be limited to the minimum number of people who are necessary and essential to carrying out the Club’s necessary activities, including by way of in-person interactions with Unvaccinated Players and other Unvaccinated Individuals.

A certified Athletic Trainer/Therapist who holds current certification in Basic Life Support (BLS) and is licensed by their state or provincial authority in the jurisdiction of the Club shall attend each session of Training Activities where Players are using the Club Facilities.

No other Club personnel should be involved in any Training Activities.

GROUP 1

Group 1 individuals includes Players. It also includes additional Club personnel whose job function requires them to have access to Restricted Areas, and who further: (a) are regularly in close proximity to Players; (b) can always maintain the use of face coverings; and (c) may be unable to maintain physical distancing at all times. Group 1 personnel should be limited to essential personnel only.

Absent extenuating circumstances, Group 1 individuals are prohibited from accessing Non-Restricted Areas.

Group 1 personnel includes:

- Players
- Athletic Trainers
- Strength and Conditioning Coaching staff
- Equipment Managers
- Massage therapists and/or chiropractors, if made available by the Club
- One or two dressing room attendants (if different from Club-engaged cleaning crews)

- Club's Physician(s) on an as-needed basis
- Goalie or Skating coach(es), subject to the restrictions noted below.

Notwithstanding the provisions of CBA Section 15.11, a goaltender or other Player may also invite the participation of the Club's goalie coach (or an independent goalie coach at the Club's discretion) or the Club's skating coach or instructor (or an independent skating coach or instructor at the Club's discretion) to work with them. If an independent goalie coach or skating coach or instructor is utilized, such person shall be subject to all of the same rights and obligations based on his/her vaccination status (see Section 3).

- Neither the goalie coach nor the skating instructor should engage in any Player interaction outside of the on-ice instruction. Specifically, and in addition to other potential Player interactions, these coaches should not be permitted access to Player dressing rooms.

Players may access massage and chiropractic services outside of the Club Facilities, but must ensure that service provider(s) use personal protective equipment ("PPE") including face coverings (both by the Player and service provider), and observe the requirements of the Cleaning and Disinfecting Guidelines (see Section 6(D) and Attachment 2).

GROUP 2: COACHING STAFF, TRAINING FACILITY STAFF, CLUB HOCKEY OPERATIONS PERSONNEL AND CLUB BUSINESS STAFF

Group 2 individuals shall avoid contact with Group 1 individuals at all times. Group 2 consists of personnel whose job function requires them to have access to Non-Restricted Areas, and/or Restricted Areas – but as to Restricted Areas, only when Group 1 individuals are not present, **or when the Group 2 individual is fully-vaccinated.** Notwithstanding the foregoing, situations may arise where Group 2 personnel who are not fully vaccinated require access to a Restricted Area and will be in the vicinity of Players. Such interactions shall be avoided to the greatest extent possible; however, if they do occur, **all individuals (including those in Group 1) shall be masked and physically distanced.**

Group 2 individuals include the following personnel:

- Coaching staff (except as otherwise permitted in Group 1)
- Ice maintenance staff
- Building maintenance staff
- Security staff
- Cleaning staff
- Food service personnel and chefs
- Club Communications/Social Media representatives

The following additional individuals shall be in Group 2, but such individuals may **only** enter Restricted Areas **if they are fully-vaccinated:**

- General Managers and Assistant General Managers
- Other Hockey Operations Personnel
- Club Governors
- Club Business Executives such as Club Presidents
- Other Club business staff
- Media
- Player agents
- Player Performance Personnel
- Player's family members

3. VACCINATION STATUS

A. FULLY-VACCINATED INDIVIDUALS

Individuals will be considered fully-vaccinated once two (2) weeks have passed since receiving the final dose of an approved COVID-19 vaccine. The provisions applicable to Fully-Vaccinated Individuals are set forth below in Section 4.

B. UNVACCINATED INDIVIDUALS

Individuals who are not fully-vaccinated (“Unvaccinated Individuals”) must attend Off-Season Training session(s) that are scheduled separately from when Fully-Vaccinated Players are in the Club Facility, and they will be subject to the Protocol provisions applicable to Unvaccinated Individuals as set forth below in Sections 5 and 6.

C. FACILITY USE BY PLAYERS FROM OTHER CLUBS DURING THE OFF-SEASON

Players from other Clubs who are residing during the off-season in proximity to the Club facility may request access to such Club’s facility for the purpose of skating and the use of the weight room. Notwithstanding provisions of CBA Section 15.11, Clubs shall take all reasonable measures to accommodate such requests, and shall be permitted to refuse access based on the following considerations: (i) the unavailability of Medical / Training staff, (ii) the inability to schedule such other Clubs’ Players to skate and work out; and (iii) the requirements for proper cleaning and disinfecting between Players’ sessions (see Section 6(D), below). In the event a Club is unable to accommodate such a Player’s request, it shall immediately notify the NHL and the NHLPA for their review.

Any such other Club’s Players would be subject to the same conditions and restrictions on access and use as are Players from the “host” Club except that, subject to the approval by the Player’s Club Doctor, if there is a prior COVID-19 diagnosis, ECG testing shall be conducted in person at the “host” facility. Players who want to utilize a Club Facility which is not his own shall notify the Club Medical Director of the local Club of his vaccination status to determine appropriate access restrictions. If a Player chooses not to provide his vaccination status, he shall be subject to the restrictions applicable to individuals who are not vaccinated. In the circumstances where another Club’s Players are granted access to a Club’s facility, the host Club is responsible for ensuring that the Player follows all requisite safety and precautionary measures, including, but not limited to, testing, quarantine, daily symptom/temperature screening, etc. The host Club can bill the Player’s Club for the reasonable costs of the testing and other services.

4. PROTOCOL FOR FULLY-VACCINATED INDIVIDUALS

A. NO QUARANTINE

Fully-Vaccinated Individuals are not subject to the quarantine requirements imposed by the NHL and NHLPA pursuant to this Protocol (see Section 5(A)).

B. NO RESTRICTIONS ON GROUP SIZE/MAKEUP

Fully-Vaccinated Individuals are permitted to train as a group, with no maximum group size, and no requirements regarding “consistency” of individuals in groups (See Section 5(B)).

C. PERMISSIBLE ACTIVITY

Fully-Vaccinated Individuals may engage in Player-only skates. No coaches, skating coaches, other Club employees or Club contracted representatives may participate in any on-ice sessions except as may be permitted pursuant to Section 2 above. Fully-Vaccinated Individuals are not subject to any other restrictions regarding “Permitted Activities” set forth in Section 5(B).

D. PREVENTATIVE MEASURES

Fully-Vaccinated Individuals are not subject to the various preventative measures (i.e., Physical Distancing, PPE and Other Safety Measures) set forth below in Section 5(C); however, if Unvaccinated Club staff are present in Restricted Areas at Club Facilities (i.e., Coaching staff, Ice maintenance staff, Building maintenance staff, Security staff, Cleaning staff, Food service personnel and chefs, and/or Club Communications/Social Media representatives) at the same time as Fully-Vaccinated Individuals, Fully-Vaccinated Individuals are required to be masked and physically distanced.

E. BEST PRACTICES

Fully-Vaccinated Individuals remain subject to the requirements and best practices set forth in Section 6 of this Protocol.

F. DETECTION MEASURES

Fully-Vaccinated Individuals are not subject to detection measures (i.e., testing) unless they have symptoms of COVID-19 (see Section 6(B)), in which event they shall be subject to the provisions of the Positive Test Protocol (Section 6(B)).

G. NO RESTRICTIONS REGARDING DINING

Fully-Vaccinated Individuals are not subject to any restrictions regarding provision or eating of meals. However, all beverages shall be provided in individual bottles, whenever possible.

5. PROTOCOL FOR UNVACCINATED INDIVIDUALS

A. QUARANTINE REQUIREMENTS FOR UNVACCINATED INDIVIDUALS

Prior to the commencement of Off-Season Training activities, some Unvaccinated Individuals traveling back to their Club’s home city may be required to serve a self-quarantine imposed by the local or federal health authorities before they may enter the Club facility. Even if not imposed by the local health authorities, Unvaccinated Individuals returning to the Club’s home city by public transportation, including commercial air or rail travel, will be required to serve a 7-day self-quarantine period post-travel before engaging in training activities at their Club’s facility.

Club Physicians may also impose a 7-day quarantine on Unvaccinated Individuals reporting or returning to the Club from a High Risk Environment, regardless of the individual’s mode or method of travel (“High-Risk Environment Quarantine”). During this assessment, Club Physicians must evaluate certain key considerations based on a discussion regarding the individual’s recent exposure factors and travel history. Key factors in this analysis include rates and trends of community transmission in the place from which the individual is traveling, as well as the preventative measures taken by the individual and the individual’s household members (or lack

thereof). In making this determination, Club Physicians must consider whether the Unvaccinated individual's circumstances place them at a substantially greater risk of exposure to COVID-19 than other individuals.

In determining whether a discretionary 7-day High Risk Environment Quarantine should be imposed, there is a degree of subjectivity or interpretation involved, and it is the Club Medical Director (who may consult with the Club's ID Consultant) who ultimately determines whether to impose the Quarantine. The purpose of this determination is to reduce the risk of bringing a Player into the Club environment where such Player poses a risk of causing an outbreak among the other Unvaccinated Individuals on the team.

Except where a 14-day quarantine is required by the local health authority or by federal law (in which event the quarantine must be observed as stipulated), the 14-day quarantine requirement imposed by the Club Medical personnel after returning to the Club's home city by public transportation (including commercial air or rail travel), or returning from a high risk environment, may be substituted by a shorter time frame combined with a testing regimen as follows: (a) 7-day quarantine with PCR testing on days 1, 3, 5 and 7, with results available on day 8; and (b) provided all such tests are negative, the Unvaccinated Player remains asymptomatic and afebrile, and the local infectious disease consultant agrees, the Player can start training.

Unvaccinated Individuals shall avoid carpooling together from one location to the Club's home city. To the extent such carpooling occurs, post-travel quarantine for the individuals involved shall be considered at the Club's discretion.

B. TRAINING GROUPS FOR UNVACCINATED INDIVIDUALS

SMALL GROUP CONSISTENCY AND SCHEDULING

Clubs shall schedule Unvaccinated Individuals, who may attend on a strictly voluntary basis, in small groups of up to six (6) individuals (except as to ice sessions as noted below).

For the duration of Off-Season Training and subject to any change/update in a Player or group of Players' vaccination status, Unvaccinated Individuals shall remain in the same small group, so that any infection or exposure that might occur will be contained within that group and in order to facilitate contact tracing.

Each group of Unvaccinated Individuals shall be provided with a particular "shift" start time and session duration. Unvaccinated Individuals are not permitted access to the facilities outside of their designated group shift. Unvaccinated Individuals "shifts" or sessions shall be staggered so that they will not overlap with one another during off-ice Training sessions or during the Training sessions for Fully-Vaccinated Individuals.

The schedule must allow for sufficient time between sessions to allow for proper disinfecting of training facilities and equipment, and to ensure that there is no overlap between Unvaccinated Individuals departing and the next group arriving.

PERMITTED ACTIVITIES

All permitted Training Activities must allow for appropriate physical distancing to be followed between Unvaccinated Individuals and are limited only to the following:

- "Player-only" non-contact skates. No coaches, skating coaches, other Club employees or Club contracted representatives may participate in any on-ice sessions except as may be specifically permitted pursuant to Section 2 above.
 - Such skates shall include a maximum of 12 persons on the ice at any one time, and an additional number of Players are permitted elsewhere in the facility as determined to be appropriate by the Club Medical Director and local infectious diseases specialist. The on-ice

maximum of twelve (12) persons at a time includes goalie coaches or other instructors; however, Clubs will be permitted to exceed that limit for the purpose of conducting drills and or/scrimmages requiring the participation of up to eighteen (18) Players (i.e., not including coaches and trainers).

- On-ice time shall be divided equally between the skaters within each small group (goaltenders may be provided additional ice time). When Players are not participating in on-ice activities they will be permitted to utilize the Club's exercise and weight room equipment, or receive individual treatment from the Club's Medical / Training staff.
- Weight training that does not include the need for a spotter;
- Circuit-based activities such as resistance training;
- Cardiovascular exercises and endurance training; and
- Rehabilitation and treatment for Players with on-going disabling injuries and for Players with nondisabling injuries, may be provided as directed by Club Medical / Training staff.

Unvaccinated individuals who participate in off-season training and unvaccinated Players of the Club who are resident in the Club city and who elect to participate in off-season training are not permitted to work out or skate at any public facility or other location, and may not organize any Player skates or group skates outside of the training sessions organized by the Club.

C. PHYSICAL DISTANCING, PPE AND OTHER SAFETY MEASURES

1. PHYSICAL DISTANCING:

- Unvaccinated Individuals shall maintain 6-foot physical distance from each other at all times while in, and outside of, the Club facilities.
- The only exception to physical distancing restrictions while in the Club facility would be medical encounters (e.g., one-on-one treatment sessions with an Athletic Therapist or physician examinations of a Player where physical distancing cannot be employed).

2. FACE COVERINGS AND USE OF PPE:

In addition to maintaining physical distancing from one another at all times, the following measures shall also be adopted regarding Unvaccinated Individuals' use of PPE, such as a surgical mask or cloth face covering.

2.1 PLAYERS :

- For Unvaccinated Individuals, face coverings (medical grade or 3-layer cloth masks: at least 2layers with a filter) shall be worn – other than while exercising -- when entering or leaving the Club facility and while inside the Club facility where physical distancing cannot be maintained.
- Unvaccinated Players are not required to wear face coverings when they are exercising or on the ice.
- If local health regulations would require Players to wear PPE while exercising during Off-Season Training, Clubs shall inquire whether an exemption can be attained or contact the League to evaluate alternative options for Unvaccinated Player activities during Off-Season Training.

2.2 CLUB ATHLETIC TRAINERS, EQUIPMENT MANAGERS, STRENGTH AND CONDITIONING COACHES AND PHYSICIANS:

- PPE must be worn while in close contact with all Unvaccinated Individuals (surgical mask) and at all other times when inside the Club facility where physical distancing cannot be maintained or

when they are in areas of the facility that are commonly frequented by Players and other Club personnel.

- Face coverings (medical grade or 3-layer cloth masks: at least 2-layers with a filter) shall also be worn when entering or leaving the Club facility.
- Physicians shall wear gloves in medically necessary situations. The gloves shall be discarded and not reused after each small group session, or if working with Unvaccinated Players in a one-on-one capacity, after each interaction. If an individual touches his or her face while wearing gloves, the gloves shall be discarded and replaced and the individual's hands and face must be thoroughly washed with soap and water.

3. OTHER SAFETY MEASURES:

Please note that the following requirements denote the minimum standard Clubs must abide by during Off-Season Training vis-à-vis Unvaccinated Individuals. A Club, or any Player or member of the Club's staff may follow more stringent safety precautions while in the Club Facilities should he/she choose to do so.

3.1 COMMUTING:

- For Unvaccinated Individuals, carpooling (including rideshares and taxis) is prohibited unless such carpooling is among two or more Players who are living in the same household with regular interaction with each other in which case carpooling may be permitted. If no other alternative is feasible, the Club shall make arrangements to pick up and drop off the Unvaccinated Player at his residence and all such drivers must wear gloves and a mask/face covering.

3.2 TUBS/SAUNAS/STEAM ROOMS:

- For Unvaccinated Individuals,
 - a. Hot and cold tubs may be used, provided that physical distancing is maintained and proper disinfecting is done between uses; and
 - b. Use of saunas and steam rooms by Unvaccinated Individuals will continue to be prohibited during Off-Season Training.

D. TESTING FOR INFECTION AND ANTIBODIES

RT-PCR TESTING

Laboratory-based RT-PCR testing shall be administered to all Unvaccinated Club personnel designated to be Group 1 (see Section 2) forty-eight (48) hours prior to any such person's initial return to Club Facilities in order to detect active or recent infection (with results to be available within twenty-four (24) hours). For individuals whose results are not received within twenty-four (24) hours, such persons shall not utilize Club Facilities until results are available and indicate a negative testing result.

Clubs shall make arrangements for, and shall administer, PCR (either lab-based or point of care) testing to all Unvaccinated Individuals in Group 1 at least twice weekly thereafter (or more frequently if consistent with medically recommended intervals) throughout the period of the Player's participation in Off-Season Training.

Clubs may elect to perform testing through their own testing provider for purposes of Off-Season Training. Alternatively, US Clubs may opt in to the League's ongoing relationship with BioReference Labs for the duration of Off-Season Training.

E. ACTIVITIES OUTSIDE OF CLUB FACILITIES FOR UNVACCINATED INDIVIDUALS

Outside of the individual training to take place at Club Facilities, it is important that all Unvaccinated Individuals, including Players, continue to adhere to the personal precautions recommended by the CDC, as well as any additional direction that may be issued by your local health authority and Club Medical staff. As such, it is strongly recommended that Unvaccinated Club individuals continue to adhere to physical distancing measures at all times while outside Club Facilities.

Specifically:

1. Continue to stay at home as much as possible and practicable and avoid unnecessary interactions with non-family members.
2. Unvaccinated Club individuals (including Players) shall not physically spend social time together in close contact unless face coverings are used.

6. PROTOCOL FOR BOTH UNVACCINATED AND FULLY-VACCINATED INDIVIDUALS

A. GENERAL PREVENTATIVE AND SAFETY MEASURES FOR ALL INDIVIDUALS

1. PERSONAL SAFETY PRECAUTIONS FOR ALL INDIVIDUALS:

- Wash hands frequently with soap and water for at least 20 seconds (sing “Happy Birthday” twice).
- If soap and water are not readily available, use an alcohol-based hand sanitizer.
- Hand sanitizer must be made readily available to all Players and Club personnel throughout the facility, and at a minimum, in the following locations:
 - Medical/Trainer Room
 - Equipment Room
 - Main Entry to Player Bench
 - Coaches Room
 - Strength and Conditioning Area
 - Laundry Rooms
 - Dressing Rooms
- Wash or sanitize hands before eating and after touching possibly contaminated surfaces (such as high-touch areas).
 - Avoid touching your eyes, nose, and mouth.
 - Avoid close contact with people who are sick.
 - Cover your cough or sneeze with a tissue, then throw the tissue in the trash and wash your hands.
 - Continue to avoid handshakes, high fives and fist bumps, even with individuals and teammates you know well.

2. SHOWERING

- Given the importance of personal hygiene in infection control, all Players are encouraged to shower in the Club Facilities after workouts, provided that distancing can be maintained. If they prefer, Players can choose to shower at home.
- Players shall not share towels, toiletries, or any personal items.
- Players must wear their own footwear at all times, including in the shower stalls.

3. COMMUTING:

- In all forms of transportation, particular consideration shall be paid to the following additional precautionary measures:
- Encouraging hand hygiene before and after entry/exit of the vehicle and avoiding contact with surfaces frequently touched by passengers or other drivers;
- Having individuals handle their own personal bags and belongings during pick-up and drop-off;
- Avoiding, if possible, using the recirculated air option for the car's ventilation during passenger transport;
- Using the car's vents to bring in fresh outside air and/or open the vehicle windows; and • Having members of Group 1 sit in the back seat and as far away from the driver as possible.

4. WORKOUT GEAR:

- Any team that provides practice gear for its Players shall establish a process that promotes safe, secure distribution of clean gear and the collection of used gear for prompt cleaning before the Player's next session.

5. SUPPLEMENTS:

- Supplements must be made available in single-dispense packs. Common containers and scoops shared by individuals are prohibited in Off-Season Training.

6. RELIEF GELS/BALMS/CREAMS/STICKS:

- Use of common (i.e. shared) creams, gels, balms, and sticks remains prohibited during Off-Season Training.

7. FOOD/BEVERAGES:

- Players shall use water bottles and lids that are permanently marked with their Player number or other means of identification.
- The Club's catering staff may provide pre-packaged meals in individual containers for each Player to eat at the Club facility (***for Unvaccinated Individuals***, with all individuals sitting in a distanced manner, and face coverings worn other than while actively eating), or to be taken home and consumed at the Player's residence.
- All beverages shall be provided in individual bottles, whenever possible.
- Kitchen staff preparing the food and staff delivering the meals shall wear masks, gloves, hair and beard covers, aprons, etc.
- Clubs may also choose to provide recovery meals at the Club facility utilizing modified buffet service, which Fully-Vaccinated Individuals may access without restrictions, and which Unvaccinated Individuals may eat at the facility (wait service and table clearing service is prohibited) or take home in a to-go container.
- In order to provide recovery meals at the Club facility utilizing modified buffet service, Club chefs must be:
 - Either be Fully-Vaccinated or be added to the Club individuals who are PCR tested;
 - Wear full PPE at all times (apron, face shield, KN95 mask, and gloves); and
 - Provide service from behind plexiglass (or similar) physical barriers.
- Only single use beverages or snacks (i.e. granola or power bars) may be provided and consumed at the Club's Facility.

B. TESTING AND MANAGEMENT OF SYMPTOMATIC AND/OR COVID-POSITIVE PERSONS

Any person who participates in Off-Season Training or who otherwise will be present in the Club facility during the period of Off-Season Training who develops symptoms (Fully-Vaccinated or Unvaccinated) (or if persons sharing a home develop symptoms or test positive for COVID-19) shall immediately notify Club medical staff of such, shall self-isolate, and shall be medically evaluated by the Club's physician(s), who shall consult with the Club's infectious disease expert to determine next steps, and administer PCR testing, if appropriate.

All participating Players and Club personnel shall immediately notify Club medical staff if he or she suspects coming into contact with someone that has COVID-19. The following are common symptoms of COVID-19:

- New or worsening cough
- Shortness of breath or difficulty breathing
- Feeling feverish, chills
- Muscle or body aches or fatigue (not exercise-related)
- New loss of smell or taste
- Gastrointestinal symptoms (nausea, vomiting and/or diarrhea)
- Sinus or cold-like symptoms (headache, congestion/runny nose, sore throat).
- Fever (temperature > 99.5°F or > 37.5°C)

If a Player or any other person that has had access to the Club Facilities tests positive in the course of PCR testing and/or develops symptoms of COVID-19, the following steps shall be taken by the Club physician(s)¹ working in concert with the Club's infectious diseases expert:

1. IMMEDIATE ISOLATION PENDING CONFIRMATION

- If the individual is at the Club Facility and medically stable, they shall properly wear a face covering (if not already doing so), be removed immediately and shall be directed to isolate and to refrain from contact with other individuals until the confirmation of their COVID-19 positive/negative status is established. Likewise, any individuals who come into contact with these individuals, even transiently, shall properly wear face coverings at all times.
- If the individual is at their residence and medically stable, they shall be instructed to remain in place and not to come to the Club Facility until the confirmation of their COVID-19 positive/negative status is established.
Individuals who are isolating while awaiting confirmation of their COVID-19 positive/negative status shall be in communication with Club medical staff on a regular basis and shall receive such medical treatment as is appropriate for their condition.

In the event the individual is acutely ill or medically unstable, the Club Physician in consultation with the Club's infectious disease expert, shall arrange appropriate clinical follow up, treatment and care.

1.2 POSITIVE TESTS IN A SYMPTOMATIC INDIVIDUAL

A positive test of an individual who exhibits symptoms of COVID-19 shall not be subject to further confirmatory testing under this Protocol. Such individual's COVID-19 positive status will be considered

¹ Throughout this document, references to "Club Physician" and "Club medical staff" will also include other physicians and medical personnel, where applicable.

confirmed if, in the opinion of the treating physician(s), there is no basis to doubt the individual's COVID-19 positive status. These individuals shall be required to isolate until medical clearance is obtained.

The Club Physician shall immediately coordinate contact tracing with their infectious disease consultant and local health authority (as per Section 6(C)(8), below).

1.3 NEGATIVE TESTS IN A SYMPTOMATIC INDIVIDUAL

Individuals who develop infectious respiratory symptoms, but who test negative for COVID-19, shall have their clinical care and clearance managed by the Club Physician in consultation with the Club's infectious disease expert, and they shall continue to be monitored with daily PCR testing.

2. CONFIRMATORY TESTING FOR ASYMPTOMATIC PERSONS

CONFIRMATORY POSITIVE

If an initial RT-PCR is positive, Club Medical staff should be notified and the individual isolated immediately, while the lab conducts a "second run" confirmatory test on the same respiratory sample. Such testing shall be run on the same lab-based RT-PCR platform as the original test, where available. Contact tracing shall also be started at this time (see Section 6(C)(8), below).

Figure 1 below provides a flow chart for confirmatory testing.

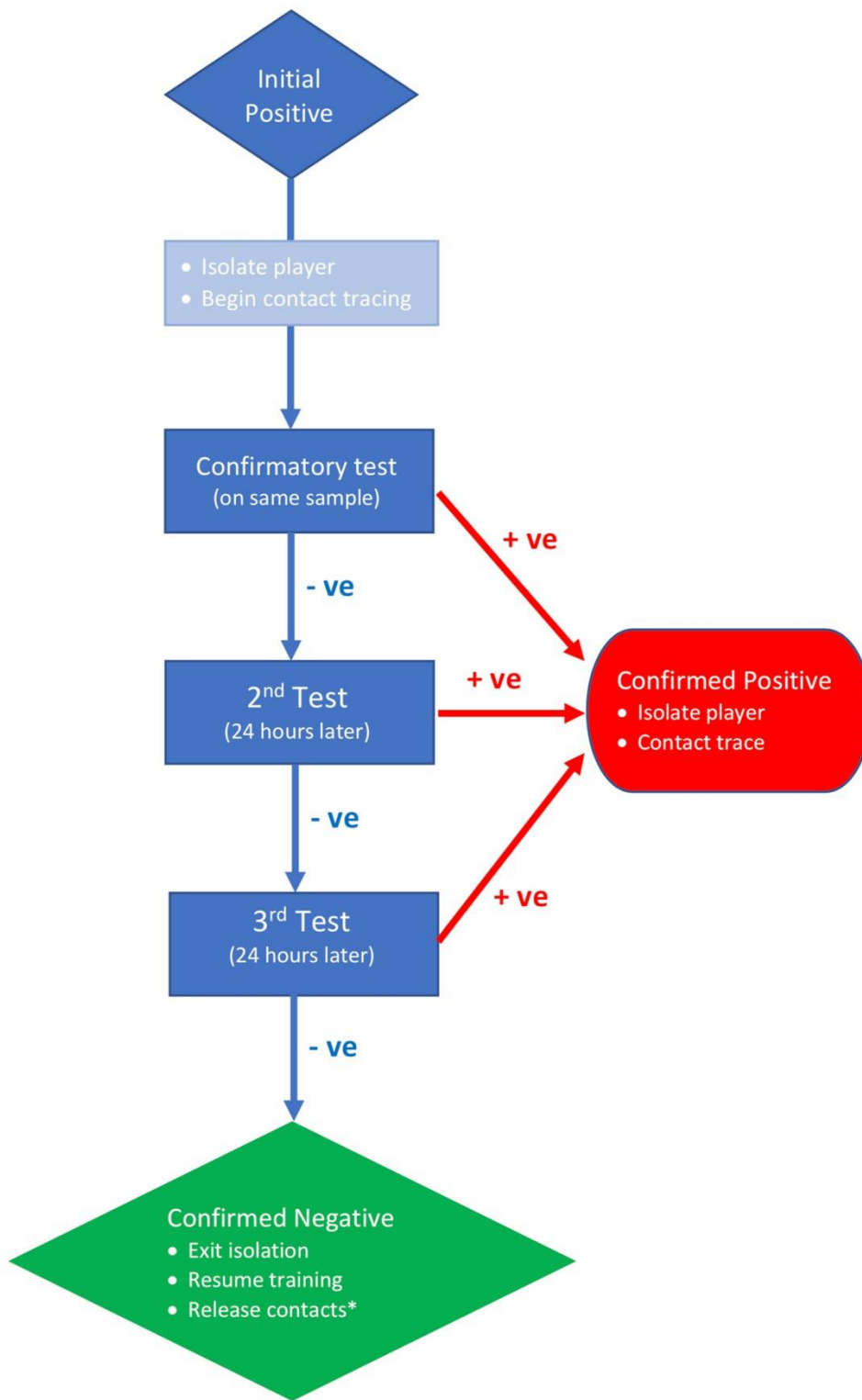
CONFIRMATORY NEGATIVE

If the confirmatory test is negative, the individual shall remain in isolation until a second respiratory sample is collected, 24 hours after the first sample was collected.

- Individuals whose second sample test results return positive will be considered a confirmed positive. Such testing shall be run on the same lab-based RT-PCR platform as the original test, where available. They shall be required to isolate until medical clearance is obtained and the Club Physician shall immediately coordinate contact tracing with their infectious disease consultant and/or local health authority (as per Section 6(B)(8), below).
- Individuals whose second sample test results return negative will remain in isolation until a third respiratory sample is collected 24 hours later (i.e., 48 hours from the initial sample) and shall be run on the same lab based RT-PCR platform as the original test, where available.
 - If the third sample is negative, the individual may exit isolation.
 - If the third sample test results return positive, they will be considered a confirmed positive. They shall be required to isolate until medical clearance is obtained and the Club Physician shall immediately coordinate contact tracing with their infectious disease consultant and local health authority (as per Section 6(C)(8), below).

Individuals who are isolating while awaiting confirmation of their COVID-19 positive status shall be in communication with Club medical staff on a regular basis and will receive such medical treatment as is appropriate to their condition.

Figure 1: Positive Test Protocol Flow Chart - Asymptomatic



*Individuals considered close contact during contact tracing will be allowed to resume routine activities

3. SELF-ISOLATION UPON CONFIRMATION OF COVID-19 POSITIVE STATUS

A person whose COVID-19 positive status has been confirmed shall remain in isolation, shall not exercise, and shall not participate in any training activity or have any contact (other than remotely) with any other personnel for the duration of their isolation.

How to Isolate:

- Limit contact with others, frequent hand hygiene, keep surfaces clean, avoid sharing personal items,
- Monitor yourself for symptoms,
- Arrange to have access to needed supplies,
- If living in a shared accommodation, protect co-living individuals by:
 - Limiting contact by using separate bathrooms, if possible
 - Not sharing personal items
 - Maintaining a 6 ft (2m) distance (if unable to maintain physical distance, consider alternate accommodation)
 - Clean and disinfect frequently touched surfaces often
 - Have others wear personal protective equipment such as a medical mask, disposable gloves and eye protection when within 6 ft (2m) of the ill/positive person.

During such period, the person shall be in daily contact with and receive remote care from Club medical staff or such other physicians as considered appropriate.

4. ENDING ISOLATION

Players or Club personnel whose test has been confirmed positive shall remain in isolation until the following conditions have been satisfied:

FOR A PERSON WHO WAS ASYMPTOMATIC DURING THE ENTIRE PERIOD OF THEIR ISOLATION:

Time-Based Strategy:

- Upon the passage of 10 days since the first positive test, provided the individual has remained asymptomatic during the entire period of their self-isolation;
- Satisfaction of the Additional Criteria referenced below

FOR A PERSON WHO WAS SYMPTOMATIC AT THE TIME OF TESTING, OR WHO DEVELOPED SYMPTOMS DURING THE PERIOD OF ISOLATION:

Symptoms-Based Strategy:

- If at least 10 days have passed since symptoms first appeared, and at least 24 hours have passed since last fever without the use of fever-reducing medications, and symptoms (e.g., cough, shortness of breath, etc.) have improved; or

Test -Based Strategy:

- The individual has tested negative twice on the basis of the CDC Test-Based Strategy after the resolution of any fever (without use of fever-reducing medications) and has experienced improvement in symptoms (e.g., cough, shortness of breath); and,
- Satisfaction of the Additional Criteria referenced below

ADDITIONAL CRITERIA

In addition, the Club Physician, its infectious disease expert, and any other treating physician providing care to the individual, must conclude that the individual no longer presents a risk of infection to others, and that it is medically appropriate (given individual and local circumstances) to terminate the requirement for self-isolation, and

The termination of the isolation requirement is consistent with applicable local public health regulations or other requirements.

5. CARDIAC SCREENING

Although Players may exit isolation as per Section 6(B)(4) (above), the Player must continue to refrain from exercise for a total of a 14-day period from the time of the first positive test (or such shorter period as set out below). Upon completion of the period of isolation, Players shall receive cardiac testing as set out in the Section 6(B)(5), including, at a minimum,

- ECG,
- echocardiogram and
- high sensitivity troponin.

If the Player remains asymptomatic and all investigations (done after exiting isolation) are negative, consideration can be given to starting low-grade exercise prior to completion of the 14-day time frame. The Team Physician shall make this determination in consultation with a cardiologist and infectious disease specialist.

All Players must be cleared as “fit to play” by a cardiologist and team physician before returning to training activity.

6. EXHIBIT 25 -A

In the event a Player is diagnosed with a confirmed positive finding for COVID-19 (or has a resulting and/or related illness), the Club Physician shall issue an Exhibit 25-A designating the Player as “unfit to play”, the Player shall be deemed to have sustained an illness arising out of the course of his employment as a hockey player for such period as he may be removed from training, practice or play, and his condition shall be treated as a hockey related injury for all purposes under the Collective Bargaining Agreement, unless it is established, based on the facts at issue, that the Player contracted COVID-19 or the resulting or related illness outside the course of his employment as a hockey player.

7. DISCLOSURE

Absent prior approval by the League (who shall consult with the NHLPA), there shall be no disclosure by the Club to the media or to the public of information relating to a positive test result or to a person developing COVID-19 symptoms during Off-Season Training.

8. PERSONS WITH CLOSE CONTACT

In the event of an initial positive finding for COVID-19 for a person covered by this Protocol (“Index Person”):

- Club Medical, with their ID expert, shall conduct a contact tracing immediately upon receiving the Index Person’s first positive test, which shall be done in conjunction with, and pursuant to, regulations from local

health authorities (if any), to determine whether other Players or any other person that had access to the Club Facility had “close contact” with the Index Person.

- The team physician or infectious disease expert may also seek to identify other people, not covered by this Protocol, who have been in contact with the Index Person, including family and other household members, as appropriate and consistent with regulations of local health authorities.
- Any such person shall be considered to be a “Close Contact” if they have been within 6 feet of the Index Person for a cumulative total of 15 minutes or more over a 24-hour period², starting from 2 days before illness onset (or, for asymptomatic Index Persons, 2 days prior to test specimen collection), until the time the Index Person is isolated.

Close Contacts shall be tested immediately through the administration of a RT-PCR test.

Close Contacts whose test results are positive for COVID-19 shall:

- be subject to the provisions of this Protocol regarding test confirmation and isolation.

Close Contacts who test negative for COVID-19 shall:

- be subject to daily symptom and temperature monitoring and daily PCR testing for 14 days; and
- shall not be subject to quarantine provided that the following conditions are satisfied for such 14 day period:
 - a. The person remains asymptomatic and afebrile (free of fever), and
 - b. The results of PCR testing are negative on each occasion.

NOTE: In the event that the Index Person is subsequently found to be negative on confirmatory testing (i.e., a “false positive”), the Close Contact measures no longer apply.

During the 14-day period described above, the Close Contact shall be reminded of their obligations to observe the requirements regarding physical distancing and use of PPE.

Upon developing any symptoms consistent with COVID-19 or if any PCR test results return positive, the Close Contact shall be required to immediately end their participation in any Club activity, shall self-isolate, shall contact the Club physician and, thereafter, shall be subject to the applicable provisions of this Protocol.

The requirements for quarantine and testing for “close contacts” set out in this Section are, in all events, subject to any government-mandated requirements or directions and shall be complied with notwithstanding anything set out in this Protocol.

² Individual exposures added together over a 24-hour period (e.g., three 5-minute exposures for a total of 15 minutes). Data are limited, making it difficult to precisely define “close contact;” however, 15 cumulative minutes of exposure at a distance of 6 feet or less can be used as an operational definition for contact investigation. Factors to consider when defining close contact include proximity (closer distance likely increases exposure risk), the duration of exposure (longer exposure time likely increases exposure risk), whether the infected individual has symptoms (the period around onset of symptoms is associated with the highest levels of viral shedding), if the infected person was likely to generate respiratory aerosols (e.g., was coughing, singing, shouting), and other environmental factors (crowding, adequacy of ventilation, whether exposure was indoors or outdoors). Because the general public has not received training on proper selection and use of respiratory PPE, such as an N95, the determination of close contact should generally be made irrespective of whether the contact was wearing respiratory PPE. At this time, differential determination of close contact for those using fabric face coverings is not recommended.

9. FUTURE TESTING FOLLOWING A POSITIVE TEST

In the event that a Player (or essential personnel) has a confirmed positive finding for COVID-19 and thereafter has been cleared to return to Training Activities, ongoing screening with PCR testing is unnecessary for the next 90 days, as PCR-based testing results may remain positive for a prolonged period of time after resolution of symptoms, with unknown significance. Notwithstanding the foregoing, if such Player subsequently exhibits symptoms of COVID-19 or has been exposed to potential infection through close contact with an infected person, his COVID-19 status shall be determined on the basis of a clinical assessment by the Club medical staff and the infectious disease expert, which assessment may, in their discretion, include PCR testing as one element. In the event that subsequent data are published demonstrating value in different testing modalities (e.g., antigen or antibody), the above strategy may be altered. For Players/Club Personnel who continue to test positive 90 days or more after a confirmed positive finding for COVID-19, the Club's Infectious Disease specialist and the lab microbiologist shall review such results to determine their clinical relevance.

Club personnel are asked to notify the NHL if they become aware of Players or other Club or arena personnel who test positive for COVID-19 during Off-Season Training. The League thereafter shall promptly notify the NHLPA of Players' positive test result(s).

C. CLEANING AND DISINFECTING

Each Club shall adhere to the requirements for regularly cleaning its Club Facilities, as set forth in the attached 2020/21 NHL/NHLPA Medical Handbook 4.2 "Cleaning and Disinfecting Requirements," (revised, December, 2020) (Attachment 2). Please note that these Requirements have been updated to include specific guidance regarding the maintenance and use of water bottles, towels, hand cleaners, tissues, anti-bacterial wipes and gloves. These standards are consistent with CDC recommendations on actions to help prevent the spread of respiratory diseases, including the coronavirus. (See <https://www.cdc.gov/coronavirus/2019ncov/about/prevention-treatment.html>).

At a minimum, during Off-Season Training, this cleaning must be completed:

1. prior to re-opening any Club Facility;
2. on shared circuit-based training equipment between each Player usage (e.g., disinfectant wipe-down);
3. between small group training sessions on all areas and equipment that are touched; and
4. at the end of each day.

Further, if any area of the Club facility that Group 1 personnel access (e.g., washrooms, training equipment, kitchen) is accessed by any individuals from other Groups during hours when the Players are not in the Club facility, each such area must be thoroughly and completely cleaned and disinfected prior to the next usage of such area(s) by individuals in Groups 1.

Clubs must ensure qualified professional cleaning personnel are retained to implement these requirements, and that all cleaning staff are provided, and understand the requirements of the Medical Handbook as it pertains to the cleaning and disinfection of the Club's facility.

Facilities that Clubs share with either the public and/or other organizations must comply with certain requirements as set out in this Protocol.

Group 1 individuals shall not occupy the same areas of Club Facilities at the same time as members of the public and/or any other organizations (youth teams, college teams, etc.).

The NHL's Cleaning & Disinfecting Requirements shall be complied with prior to a Club's use of any such areas.

D. EDUCATION SESSION

Prior to the start of Off-Season Training activities, the Club's Medical Director and Head Athletic Trainer shall conduct a remote educational meeting for any personnel intending to utilize the Club Facilities, to provide education regarding COVID-19, including the Off-Season Training Protocol and updates based on vaccination status, the potential risks associated with involvement in Off-Season Training, the obligations of Players and Club personnel to comply with the provisions of this Protocol, and to provide an opportunity for personnel to ask questions regarding the current situation. Such education can be conducted ahead of the Club Facilities initial opening, or on an ongoing basis ahead of new Players and Club personnel utilizing the Club Facilities.

The League will provide an educational PowerPoint for Clubs to use during these education sessions.

E. CLUB FACILITY HYGIENE OFFICER/COMPLIANCE

Each Club shall appoint a Club Facility Hygiene Officer who will be responsible for overseeing, implementing and ensuring compliance with all aspects of this Off-Season Training Protocol. The Club Facility Hygiene Officer shall consult with all necessary persons in handling these responsibilities, including, without limitation, the Club's Medical Director, Athletic Trainer(s), Equipment Manager(s), the Club's infectious disease consultant, arena cleaning personnel and security personnel.

The Club Facility Hygiene Officer shall receive Group 2 status.

The responsibilities of the Hygiene Officer include, but are not limited to, the following:

- The Facility Hygiene Officer will conduct a facility tour with a Club Athletic Trainer, Team Physician and Club infectious disease consultant to review implementation of the Protocol prior to opening of Club Facilities.
- Consulting with the Club's locally-retained infectious diseases expert to discuss and resolve issues pertaining to the implementation of the Off-Season Training Protocol at the Club's Facilities, such consultation to include a walk-through of the Club Facilities.
- Communicating basic hygiene measures (hand washing and/or hand sanitizing, coughing and sneezing hygiene, physical distancing) in accordance with the guidance established by the CDC, Health Canada and the local health authorities in the Club's home city.
- Establishing processes and assigning necessary personnel to ensure that access restrictions to Restricted Areas are enforced.
- Ensuring compliance with the cleaning and disinfecting requirements set forth in this document and the attachments hereto including instruction of facility cleaning personnel in respect of such requirements.
- Posting signage throughout the Club Facilities with educational information and preventative measures, including, but not limited to signage noting that only Fully-Vaccinated Group 2 Individuals may enter Restricted Areas when Group 1 individuals are present.
- Overseeing the Club's contact tracing process during Off-Season Training and shall complete an online contact tracing course (if they have not completed one previously) resulting in certification of competency with contact tracing (e.g., Association of State and Territorial Health Officials or Johns Hopkins University, and review relevant CDC resources, which also provide information on available courses as well as additional information).

The Club Facility Hygiene Officer shall ensure that all personnel with access to the Club Facilities are provided with credentials to identify Group status.

Each Club shall notify the NHL and the NHLPA, as soon as reasonably possible, of the identity and contact information for its Club Facility Hygiene Officer and its infectious disease expert.

The Club Facility Hygiene Officer shall, by no later than the first day of the commencement of Off-Season Training and, thereafter, on a weekly basis, prepare a report certifying that each of the requirements set out in this Protocol has been satisfied and that the Club is in compliance with such requirements. A form to be used for this purpose is attached as Attachment 3. The Club Facility Hygiene Officer shall provide additional reports detailing the circumstances of any non-compliance with these requirements immediately. A copy of the reports shall be provided to the League and to the NHLPA. All reports must be signed by the Club Facility Hygiene Office.

Adherence to the provisions in this Protocol will be important during Off-Season Training, most importantly, as the health and safety of Players and Club personnel is the League's top priority and also to maintain the integrity of competition among the Clubs. This Protocol sets forth a layered approach: no one aspect can stand on its own. Established violations of, and/or lack of compliance with, the Off-Season Training Protocol, will result in significant Club penalties, including fines, loss of draft choices, and/or ineligibility for participation in Off-Season Training activities.

Concerns regarding compliance with the Off-Season Training requirements shall be reported to the Club's Facility Hygiene Officer, and may also be reported to Bill Daly or Julie Grand directly. Players may also report their concerns regarding compliance to their NHLPA Divisional Player Representative.

It is recognized that a "one size fits all" solution may not be practical in all situations. If you believe that you can meet the goals and functions of this Protocol in a different manner, you may contact Bill Daly or Julie Grand at the League, who will consult with the NHLPA and medical consultants to consider whether an exception for a specific item herein, and approval of an alternative, is appropriate or permitted under the circumstances. Requests for an exemption to, or variation from, any provisions in this Protocol that you believe are unreasonable or impracticable shall be directed to Bill Daly or Julie Grand at the League, who will consult with the NHLPA. In the absence of prior approval from the League, Clubs shall not deviate from the requirements set forth in this Protocol.