SPECIFIC EMERGENCY SCENARIO

SECTION 8

PANDEMIC INFLUENZA

An influenza pandemic is a rare but recurrent event. A pandemic occurs when a new influenza virus emerges and starts spreading as easily as normal influenza – by coughing and sneezing. Because the virus is new, the human immune system will have no pre-existing immunity. This makes it likely that people who contract pandemic influenza will experience more serious symptoms than that caused by normal influenza.
No one knows when the next influenza pandemic will occur. However, when it does occur, it will be with little warning. Since the novel virus may be identified in any region of the world, experts believe that we will have between one to six months from the identification of a novel influenza virus to the time widespread outbreaks begin to occur in the United States. Outbreaks are expected to occur simultaneously throughout much of the nation, preventing reallocation of human and material resources.

Below is the World Health Organization's description of phases of alert for the global influenza preparedness guide.

Interpandemic phase	Low risk of human cases	1
New virus in animals, no human cases	Higher risk of human cases	2
Pandemic alert	No or very limited human-to-human transmission	3
New virus causes human case (s)	Evidence of increased human-to-human transmission	4
	Evidence of significant human-to-human transmission	5
Pandemic	Efficient and sustained human-to-human transmission	6

The WHO will inform governments worldwide when a flu pandemic starts. The Centers for Disease Control and Prevention (CDC) will make announcements in the U.S. advising the best course of action using television, radio, print and the Internet throughout different phases of a pandemic.

Because a vaccine to prevent a specific flu strain cannot be developed and produced until the "final form" of the virus is known, most experts predict that there will be little or no vaccine during the first six to eight months of a pandemic. Currently, with current technology, it takes six months to produce a vaccine. However, there will be limited supplies of antiviral medication, which currently is stockpiled by various countries and national and international health agencies.

During this time, Nex-Tech will use non-pharmaceutical interventions to limit the spread of influenza. The CEO or an officer of the company will determine when the following steps will be implemented.

- Effective hand washing and the use of hand sanitizers.
- Cough and sneeze etiquette and the use of face masks, gloves and eye protection.
- Social Distancing – Decreasing the number of social contacts (e.g., encouraging teleconferences as opposed to face-to-face meetings). Modifying workplace schedules (e.g., telecommuting, staggered shifts) and instructing employees to avoid close contact (within six feet).

- Voluntary Isolation/Quarantine – If an employee chooses to stay home and not go to work or out in the community for 7–10 days, the employee will be required to use vacation leave in accordance with Section 4.3 of the Employee Handbook.

- If an employee exhibits any symptoms of the flu at work or if the employee has been exposed to a person identified as having the flu, that employee will be asked to go home immediately and will not be allowed to return to work without a release from a physician stating the employee is no longer contagious.

- Pandemic flu is considered a serious illness and, therefore, will fall under Employee Handbook Section 4.4, Family Medical Leave Act.