

JOHN DAVIDSON

COVID-19 SAFETY POLICY AND PROCEDURES

As we return to work in the midst of the 2019 novel coronavirus disease (COVID- 19) pandemic, John Davidson Photography wants to assure you of its continued commitment to maintaining a safe and healthy workplace.

As part of those efforts, we are implementing new COVID Safety Policies and procedures. Please read this policy carefully.

John Davidson Photography requires everyone involved in a production to comply with the following protocols, policies and procedures while on-set or on-location. Following these practices will be mandatory to protect the safety of everyone on set. All policies will be posted on set.

- Participation in a John Davidson Photography project will require the following:
Frequent hand washing. Wearing a facemask at all times. No Physical Greetings. Do not shake hands or greet others in any manner that requires physical contact (such as fist or elbow bumps). Maintain social distancing of at least six feet at all times.
- All personal visitors are prohibited until further notice, except in cases of emergency. All other visitors are prohibited unless they are essential to the performance of the job. In alignment with CDC guidelines, no more than ten people will be allowed on any indoor photo or video shoot.
- All shooting stations, props, work area, and equipment to be wiped with disinfecting cleaning solution before and after use. Equipment and tools to be used only as needed to reduce exposure.
- Limit the use of shared photo, video, and other equipment, to the extent necessary. Use hand sanitizer before and after each use; use disposable gloves provided when using shared equipment; disinfect equipment with wipes before and after each use on all touch surfaces.
- Where possible, outdoor locations will be used. Indoor or studio shoots will not proceed without the location being assessed for health and safety.
- Any individual with fever, coughing or sneezing will be asked to leave immediately. It is the responsibility of all crew, clients, and talent to notify John Davidson Photography if you are feeling sick

- Hair and Makeup Artists: For all hair and makeup there will be no touch-ups on set. HMA are encouraged to use disposable brush sets, individual makeup sets, and new sets of gloves for each talent.
- Wardrobe Stylist: Talent is encouraged to wear their own clothing when possible. Stylists can do teleconferencing with the talent and choose the appropriate items from their closet. If they are not able to wear their own clothing, the stylist will pull each look for the talent and only those items will be allowed on set. All steaming, alterations will be done prior to talent arrival.

John Davidson Photography will be responsible for bringing masks for each crew member, as well as disinfecting wipes and hand sanitizer.

All clients will sign a COVID-19 Liability Release Waiver prior to shoot. All talent and crew will sign an Assumption of Risk Form prior to shoot.

Our goal is to provide a safe working environment for everyone involved. As more information becomes available, we will adopt established guidelines. Each location will be evaluated under its own terms. Please be flexible and considerate.

Policy Modification

Government and public health guidelines and restrictions and business and industry best practices regarding COVID-19 are changing rapidly. As new information becomes available and further research is conducted John Davidson Photography reserves the right to modify this policy at any time in its sole discretion, consistent with its commitment to maintaining a safe workplace.

Enforcement and Non-Retaliation

Failure to comply with these social distancing measures may result in discipline, up to and including termination of employment. If you witness or become aware of any employees or other individuals violating this policy, report them to John Davidson immediately. John Davidson Photography will not discharge, discriminate, or otherwise retaliate against employees for reporting work related injuries or illnesses.

Continued At-Will Employment

Nothing in this policy alters the at-will nature of your employment.

Policy Administration

John Davidson is responsible for administering and enforcing this policy. If you have any questions regarding this policy, or if you have questions about health and safety that are not addressed in this policy, please contact John Davidson Photography at 646 256 2363.

Acknowledgment of Receipt and Review

I, _____ (employee or contractor name), acknowledge that on _____ (date), I received and read a copy of John Davidson Photography's Safety Policies and Procedures, dated 6/1/20 and understand that it is my responsibility to be familiar with and abide by its terms. I understand that the information in this policy is intended to help John Davidson Photography's employees and contractors to work together effectively on assigned job responsibilities. This policy is not promissory and does not set terms or conditions of employment or create an employment contract.

Signature _____ Printed Name _____

Date _____