



To: U.S. and Canadian Production Management; CBS Studios Management  
From: Kevin Berg, Sr. EVP, Production  
Tim Farrell, SVP, Studios and Production HR  
David McElwain, VP, Health & Safety, CBS  
Date: October 27, 2022  
Re: Return-to-Work Agreement Update

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As you may be aware, the Return-to-Work Agreement has been updated and extended through January 31, 2023.

One key part of this extension is the hospital “trigger” thresholds:

- Part I – more than 14 new weekly COVID hospital admissions per 100K people over a 7-day period.
- Part II – 14 or fewer weekly COVID hospital admissions per 100K people over a 7-day period.

Based on this new threshold, all CBS Studios productions are now in Part II of the RTW Agreement. The Studio continues to monitor the “trigger” thresholds and will advise on any changes to this status.

The only other notable change is an alternative testing option being added to Part I:

- Part I will be changed to allow employees who work five or more days per week in Zone A to be tested with only antigen tests, provided they are tested each day they work. That is, if they work five (5) days, they will be tested 5 times if you are using antigen tests (currently, there is no antigen only option in Part I, we must use at least one PCR test, along with three (3) antigen tests per week in Zone A). Please note this is just an alternative testing option if you do not wish to use any PCR tests. If you prefer, you can use the current testing options for employees in Zone A who work 5 days per week.

The typical reminders:

- If cast/crew members experience any symptom(s) related to COVID-19, even if they think it may be a cold - should stay home.
- Remind everyone that they must adhere to all instructions from the COVID Compliance Officer and the COVID Compliance Team. The CCO and his/her/their team are responsible for COVID safety on set; however, they cannot properly perform their duties without your cooperation.
- Please remember that failure to adhere to all required protocols and to instructions from the COVID Compliance team may lead to discipline, up to and including replacement from the production.

If you have any questions, please contact your Safety, Production or HR representative.