



PHASED RETURN TO SPORT PROTOCOL

PHASE 4 SECURE ZONE

In Phase 4, 24 NHL Clubs will transition from Phase 3 Training Camp in each of their local markets to travel to either of two centralized “hub” cities (12 teams per city). They will be housed in “Phase 4 Secure Zones” (see Section C, below) where they will participate in game play, consisting of exhibition games, qualifying round games, and the NHL Stanley Cup Playoffs. The remaining four (4) Stanley Cup Playoff teams will convene in a single Phase 4 Secure Zone to compete for the Conference Finals and the Stanley Cup Final.

This Phase 4 Secure Zone Medical Protocol (the “Protocol”) sets forth the framework that will govern Players, Clubs, League personnel and third parties (vendors and service providers, including arena and practice facility staff) who will be participants in the Phase 4 Secure Zones. Each participant will play a critical role in promoting his or her own health and safety, as well as that of all others in the Secure Zones. Adherence to all aspects of this Protocol are essential to the maintenance of the Secure Zone environment, and to furthering the safety of all participants in Phase 4.

The health of Players, Club personnel, League personnel, and all individuals participating in Phase 4 remains the League’s top priority in the transition from Phase 3 Training Camp activities in each of the 24 Clubs’ home cities to game play in the Phase 4 Secure Zones. The NHL and the NHLPA, together with their respective medical, epidemiological and infectious diseases experts, have worked together closely in establishing this Protocol for Phase 4. While comprehensive, the steps outlined in the Protocol cannot mitigate all risk. A range of clinical scenarios exists, from very mild to fatal outcome. 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.

A. TRAVEL TO THE PHASE 4 SECURE ZONE & INTEGRATION FOLLOWING ARRIVAL

1. CLUB TRAVELING PARTY

Each Club will be permitted to bring a maximum of 52 persons to the Phase 4 Secure Zone, inclusive of Club ownership, Players, Coaches, Club executives, Club staff, and all other Club personnel (the Club’s “Traveling Party”). Each Club will be required to submit to the NHL by no later than July 13th its list of all individuals in the Club’s Traveling Party. The League will provide a form to be used for submission of this information. All individuals will be subject to the pre-departure testing requirement set forth in the table below.

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The Club Traveling Party must include **at least** the following individuals:

1. A roster of no more than thirty-one (31) Players;
2. Three (3) Coaches;
3. Two (2) Club Athletic Trainers;
4. One (1) Club Physician¹;
5. One (1) Equipment Manager;
6. One (1) Massage Therapist
7. One (1) ART Therapist/Chiropractor;
8. One (1) Content Creator/Social Media individual;
9. One (1) NHL security representative; and
10. One (1) representative to serve as the Club Compliance Officer (see Section M(2) below)

Clubs are not permitted to have more than fifty-two (52) individuals onsite in the Phase 4 Secure Zone.

2. CLUB SERVICES FOR PLAYERS' FAMILY MEMBERS

In light of the potentially lengthy absence of the Players from their homes arising out of Players' participation in Phase 4, each Club's Club Services personnel will make best efforts to assist in providing grocery delivery and errand delivery services to the Player's family members remaining at home in the Club city, as needed. In addition, each Club will make best efforts to assist Player families with accessing medical services, including RT-PCR testing, as necessary.

¹ Based on feedback from Clubs regarding limited (or no) physician availability to travel to the "Hub" cities to fill the Team Physician role during Phase 4, we are reviewing (and will advise shortly) whether to waive this requirement, with Club care (including player fitness to play determinations) to be provided by the in-market medical staff that the League is hiring for game-related coverage. Clubs who fill the "Team Physician" role with their own Team Physician would remain subject to the limit of 52 persons allowed in the Club's Traveling Party for any period the Team Physician is in fact with the Club in the Hub city. Clubs who do not bring (or have a Physician in their Club Traveling Party at any particular point in time) will instead be subject to a limit of 51 persons in the Club's Traveling Party.

TRAVEL GUIDELINES TABLE FOR PARTICIPANTS

Scenario	14 days Pre-Travel	7 days Pre-Travel	Testing 7 days Pre-Travel	Testing Upon Arrival	Quarantine ***	Additional Restrictions
TRAVEL VIA CHARTER	Adhere to diligent preventative measures (e.g., strict social distancing, use of masks, frequent hand washing)	Stay at home as much as possible and avoid unnecessary interactions with non-family members*	Obtain laboratory-based RT-PCR testing three (3) times (48 hours apart) over the seven (7) day period prior to departure**	As per Section B "PCR Testing" Column - see Group 1-5, as applicable	None	During initial five (5) days following arrival, individuals may perform their essential work functions and engage in social interactions only with individuals from their own Club's Traveling Party, and otherwise, shall remain in their respective hotel room
TRAVEL VIA COMMERCIAL AIRLINE	Adhere to diligent preventative measures (e.g., strict social distancing, use of masks, frequent hand washing)	Stay at home as much as possible and avoid unnecessary interactions with non-family members*	Obtain laboratory-based RT-PCR testing three (3) times (48 hours apart) over the seven (7) day period prior to departure**	Daily testing for 48-hours, and then as per Section B "PCR Testing" Column – see Group 1-5, as applicable	Four (4) day quarantine in hotel room until four negative test results in the hub city are confirmed	After quarantine has concluded, for an additional three (3) day period following arrival, individuals may perform their essential work functions, and otherwise, shall remain in their respective hotel room
EMERGENT SITUATION - <i>Note: Prior approval by the NHL Event Medical Director must be obtained or else access to NHL Secure Zone will be denied</i>	Adhere to diligent preventative measures (e.g., strict social distancing, use of masks, frequent hand washing) for as many days as possible prior to travel		Obtain laboratory-based RT-PCR testing within 48-hours of departure, with results to be received prior to flying**	As per Section B "PCR Testing" Column – See Group 1-5, as applicable	NHL Event Medical Director to determine length of quarantine (if any), in each instance	For seven (7) day period following arrival, individuals may perform their essential work functions, and otherwise, shall remain in their respective hotel room****

* It is strongly recommended that family members limit their exposure to non-family members during this pre-travel 7-day period to the extent possible, and to stay home as much as possible to reduce potential exposure of Club individuals.

** Only asymptomatic persons with negative tests and persons with no suspected exposure to or symptoms associated with COVID-19 are permitted to fly on the Club or League charter.

***Quarantine requirements apply to all participants arriving in the hub city on or after July 22nd.

****The NHL Event Medical Director shall determine whether additional protective measures such as face shields or N95 masks will be required.

Individuals who will be traveling to the Phase 4 Secure Zone by car must contact the NHL Event Medical Director (see Section L(5), below) to review travel plans, including precautionary measures and possible quarantine requirements at least fourteen (14) days ahead of scheduled arrival.

The League will endeavor to make available testing options for pre-travel PCR testing.

2. TRANSITION INTO THE PHASE 4 SECURE ZONE FOR HUB CITY LOCAL RESIDENTS IN GROUPS 1-4

Prior to transitioning into the Phase 4 Secure Zone, individuals in Groups 1-4 who are local to the hub city and who will not travel by air shall:

- 14 days before transition into the Phase 4 Secure Zone: Adhere to diligent preventative measures (e.g., strict social distancing, use of masks frequent hand washing)
- 7 days before transition into the Phase 4 Secure Zone: Stay at home as much as possible and avoid unnecessary interactions with non-family members (e.g., no use of public transportation/mass transit, use a food delivery service)
- Obtain laboratory based RT-PCR testing three times 48 hours apart over the 7 day period prior to entering the Phase 4 Secure Zone
- Be asymptomatic with receipt of three negative tests from the prior 7 day period and have no suspected exposure to or symptoms associated with COVID-19
- Local personnel must avoid car-pooling or taking public transportation when entering the Phase 4 Secure Zone (including rideshares and taxis). All drivers must wear and a mask/face covering.
- For medical staff, an additional 4-day quarantine in hotel room after they enter the Phase 4 Secure Zone until four (4) negative test results are confirmed from NHL Phase 4 Secure Zone testing.
- After quarantine has concluded, for an additional three (3) day period following entry to the Phase 4 Secure Zone, individuals may perform essential work functions, and otherwise shall remain in their respective hotel room.

3. TRANSPORTATION TO AND FROM THE AIRPORT TO PHASE 4 SECURE ZONE

The procedures and guidelines outlined in the NHL Infectious Disease News – June 2020 Infection Control Education for Major Sports, LLC (ICS) Volume 1, Number 1, “Precautions for Travel in Era of COVID-19 – Charter Travel” and the NHL Infectious Disease News – June 2020 Infection Control Education for Major Sports, LLC (ICS) Volume 1, Number 2, “Precautions for Travel in Era of COVID-19 – Commercial Travel” are adopted and incorporated into and attached to this Phase 4 Secure Zone Medical Protocol. (Attachment 1)

Club Traveling Party

- Members of the Club Traveling Party must avoid car-pooling or taking public transportation to the airport (including rideshares and taxis). If no other alternative is available, the Club will make arrangements to pick up individuals at their residence. All drivers must wear gloves and a mask/face covering.
- Bus transportation that allows for proper physical distancing will be provided for each Club Traveling Party upon its arrival in its Phase 4 city.

NHL Staff and Others

- NHL Staff must avoid car-pooling or taking public transportation to the airport (including rideshares and taxis). If no other alternative is available, the NHL will provide the name of a car service for such purposes. All drivers must wear a mask/face covering.
- Transportation that allows for proper physical distancing will be arranged for NHL Staff upon arrival in its Phase 4 city.

4. TRANSPORTATION ONCE IN THE PHASE 4 SECURE ZONE

- The League will provide all transportation in the Phase 4 Secure Zone. Persons in the Phase 4 Secure Zone are not permitted to take any other transportation during their participation in Phase 4, unless expressly approved by the NHL Event Medical Director.

5. TRANSPORTATION CLEANING AND DISINFECTING REQUIREMENTS

Charter Airlines

- Each Club shall require its airline charter company to properly clean and disinfect all areas of the team aircraft prior to each use of the aircraft by the Club, using EPA approved disinfectants, and to provide a written record of cleaning and disinfection of all areas of the team aircraft to the Club prior to travel to the Phase 4 Secure Zone.

Buses

- The League will require the local bus company(ies) utilized throughout Phase 4 to properly clean and disinfect all areas of each bus prior to each usage of the bus by any participants, using EPA approved disinfectants, and to provide a written record of cleaning and disinfection of all areas of the charter bus.

6. TRAVEL FROM ONE PHASE 4 CITY TO ANOTHER

- The League will arrange airline charter travel for the Clubs and League staff who are transitioning from one Phase 4 Secure Zone to the other Phase 4 Secure Zone for the Conference Finals.

B. PARTICIPANT GROUPS

In Phase 4, all participants will be assigned to “Groups” based on their roles and responsibilities, the level of their required access to Arena Zones and other applicable Access Restrictions, as well as permissible close contact with other individuals and groups (see chart below). Adherence to the restrictions and permissions set out in the chart below are mandatory.

Below are the specific rules regarding hotel accommodations, testing frequency, and other measures applicable to each group.

Group	Description	Representative Personnel	Accommodation	PCR Testing	Temperature/ Symptom Checks	Arena Zone (if applicable)	Access Restrictions
1	Persons who are the core playing group, and those persons essential to support the core playing group	<ul style="list-style-type: none"> • Players • Club Personnel • On-Ice Officials • NHL Hygiene Officer • Club Compliance Officers • Locker Room Attendants • Locker Room Security • Facility Compliance Staff • Hotel Conference Service Managers • Worldfeed Microphone Staff • Event Level NHL Staff (social media, tech ops, penalty box officials, communications, hockey ops, DPS, NHL Studios) • NHL Staff • NHLPA Staff • NHL Event Medical Director • RT-PCR Testing Company 	Secure Zone Hotel	Daily	Daily	Player Access/ Team Spaces	It is recognized that Group 1 participants may have close contact with each other; however, close contact with Players should be limited to essential interactions.
2	Persons with key business functions with no or short duration contact with Group 1 participants	<ul style="list-style-type: none"> • Off-Ice Officials (other than penalty box officials and ATC) • Credentials • Certain Hotel Staff with close contact with Groups 1 & 2 • Event Coverage Medical Staff (Ortho, Primary Care Sports Medicine Physician, Emerg. Med Physician, Dentist or Oral Surgeon) 	Secure Zone Hotel	Daily	Daily	Event Level/ No Player Access	Close contact with Group 1 participants should be limited to essential interactions.
3	Persons with the potential for repeated short duration contact with Groups 1 & 2 participants	<ul style="list-style-type: none"> • Perimeter Security • Event Coverage Medical Staff (EMT, X-ray technician, Neuropsychologist) • Hotel Bartenders • Food Servers • Banquet Server Captains • Ice Crew 	Other Hotel or Home	Daily	Daily	Event Level	Close contact with Group 1 & 2 participants should be limited to essential interactions, if at all necessary.
4	Persons with very limited or short duration exposure to Group 1, 2, and 3 participants	<ul style="list-style-type: none"> • Arena Food & Beverage • PA Announcer & Game Presentation • Hotel Housekeeping • Hotel Kitchen and Prep Staff • Transportation staff 	Other Hotel or Home	Daily	Daily	Event Level	Close contact with Group 1, 2, & 3 participants should be limited to essential interaction, if at all necessary.
5	Persons with no exposure to other Groups	<ul style="list-style-type: none"> • Third party vendors (set-up only) • Other arena staff • Other Hotel staff • Fire marshal/police • Media 	Other Hotel or Home	None	Daily	Outside or Segregated	No contact with Groups 1-4 participants to the extent possible

The League will prepare an Appendix which identifies the Group to which each person participating in Phase 4 is assigned, who will be participating in Phase 4.

The League will distribute a credential to each individual, including Players, reflecting the assigned Group designation. The credential must be worn **at all times** while in the Phase 4 Secure Zone. Individuals who are not wearing a credential will be denied entry to Phase 4 Secure Zone access points and will be escorted back (by the NHL Facility Hygiene Officer or their designee(s)) to either his or her hotel where credentials can be retrieved or to a designated area where temporary credentials can be printed for use that day.

C. PHASE 4 SECURE ZONE BOUNDARIES

In order to maintain the safety of all individuals participating in Phase 4 and to mitigate the incremental risk associated with the introduction of persons not essential to its execution, the NHL has created a Phase 4 Secure Zone, consisting of defined boundaries within which are hotel(s), dining destinations, the arena, the practice facility(ies), and other demarcated areas (indoor and outdoor). Individuals who are neither working within the Phase 4 Secure Zone, nor staying at a hotel within the Phase 4 Secure Zone, will not be permitted to enter the Phase 4 Secure Zone, except in the limited circumstances specified in this Protocol.

1. LEAVING THE PHASE 4 SECURE ZONE

It is the expectation that all participants staying at a Phase 4 Secure Zone hotel will remain on-site at all times throughout Phase 4. In the following circumstances, however, individuals staying in the Phase 4 Secure Zone hotel (i.e., in Groups 1 & 2) may leave the Phase 4 secure zone, but will be subject to Section C(2) below:

- Receiving medical assessment or care or retrieving necessary medical supplies such as prescriptions outside of the Phase 4 Secure Zone. In such event, approval of both an individual's supervisor (or General Manager) and the Phase 4 NHL Event Medical Director will be necessary. However, all efforts should be made to ensure that sufficient supplies and medications are at hand at the commencement of Phase 4 and to have necessary supplies and/or prescriptions delivered to the Phase 4 Secure Zone before seeking permission to leave for a pickup.
- For Players to consult with or be examined by a physician of their choice, in circumstances where the use of telemedicine is not medically appropriate or locally permissible, or where the attendance of the physician at a secure location of the Phase 4 Secure Zone is not a practical option as determined by the Player's physician. In such event, approval of both the Player's General Manager and the Phase 4 NHL Event Medical Director will be necessary. Approval for leaving Phase 4 Secure Zone on account of second medical opinion shall not be unreasonably withheld; or .
- If individuals have extenuating circumstances (e.g. the birth of a child, an illness or death in the family, or to attend an important family event such as a wedding) and receive approval from his or her supervisor (or General Manager, in the case of a Player). Approval for leaving Phase 4 Secure Zone on account of extenuating circumstances shall not be unreasonably withheld.

The League shall provide a system for processing requests for permission to leave the Phase 4 Secure Zone hotel that protects the confidentiality of the individual's circumstances.

2. RETURNING TO THE PHASE 4 SECURE ZONE

Individuals who are staying at a Phase 4 Secure Zone hotel and who leave the Phase 4 Secure Zone may be subject to consequences, including nasopharyngeal swab testing, strict quarantine for up to 14 days, refusal of access and, in the most serious cases, dismissal from responsibilities during Phase 4.

For any individual who has left the Phase 4 Secure Zone in accordance with Section C(1) above, upon re-entry they will be required to return at least four consecutive negative PCR test results over a four day period, and will be required to quarantine in their individual hotel room until such testing requirements have been fulfilled.

In certain circumstances, at the discretion of the NHL Event Medical Director, in consultation with the individual's employer, or in the case of Club personnel or Players, the Club physician and the Club's infectious disease expert, an individual returning to the Phase 4 Secure Zone may also be subject to a regimen of nasopharyngeal testing, a period of quarantine of up to fourteen days based on the individual's activities outside the Phase 4 Secure Zone, including the nature and frequency of his potential exposure to infected persons, and upon an assessment of whether the individual himself poses a risk of infecting others. In cases where the individual who, while outside the Phase 4 Secure Zone, stayed for a sustained period of time in a high-risk environment and who poses a substantial risk of infecting others, the NHL Event Medical Director may determine that such individual's access to the secure facility will be removed and/or his involvement with any aspect of Phase 4 will be terminated.

3. INDIVIDUALS RESIDING OUTSIDE THE PHASE 4 SECURE ZONE

During Phase 4, certain individuals, including hotel and arena personnel (i.e., Groups 3, 4, & 5), will be working within the Phase 4 Secure Zone but not staying at a Phase 4 Secure Zone Hotel. For the safety of those who will be within the Secure Zone, those individuals will have limited access rights to the higher tiered Groups (Groups 1 & 2) referenced in Section B above). The conditions of entry into the Phase 4 Secure Zone for these individuals include the following:

- Requirement to undergo daily RT-PCR testing
- Requirement to wear a protective face covering both inside and outside of the Phase 4 Secure Zone
- Requirement to physically distance, at all times possible, both inside and outside of the Phase 4 Secure Zone
- Refrain from participating in activities involving large groups (i.e. 10 or more individuals) in which people may be in close proximity to one other, even if such gatherings are permitted in that community
- Requirement to adhere to good personal hygiene measures including frequent hand washing, both inside and outside of the Phase 4 Secure Zone
- Requirement to undergo daily temperature checks and symptom reporting
- Requirement to use designated entry and exits at Phase 4 Secure Zone venues

Failure to comply may result in an individual's inability to continue working in the Phase 4 Secure Zone.

5. PHASE 4 SECURE ZONE BOUNDARY MAP

The League will provide Phase 4 Secure Zone boundary maps prior to start of Phase 4.

D. PHYSICAL DISTANCING, FACE COVERINGS AND OTHER SAFETY MEASURES

The following measures have been adopted to limit possible exposure of the participants in Phase 4 to persons who are infected by COVID-19. These measures will be in effect throughout Phase 4. For Group 3, 4, and 5 participants, the requirements set out below are applicable both while they are inside as well as outside the Phase 4 Secure Zone.

1. PHYSICAL DISTANCING

All individuals (Groups 1-5) shall maintain physical distancing (a minimum of 6-foot distance) at all times throughout Phase 4, to the extent possible.

Physical distancing will be required in all circumstances in which it is feasible, including, but not limited to, while traveling (e.g., on a plane, or bus), while performing essential work functions, while eating meals in restaurants or conference areas (whether in an indoor or outdoor setting), while exercising, and in all other social situations and circumstances.

It is particularly important that physical distancing be maintained when face coverings may not be worn, such as during meals or when exercising. Individuals are not permitted to congregate in these situations.

2. USE OF FACE COVERINGS

In addition to maintaining physical distancing at all possible times, face coverings (cloth or surgical-type mask) shall be worn at all times that individuals (Groups 1-5) are outside of their rooms, within the Phase 4 Secure Zone. Anyone who has difficulty breathing while wearing a mask should contact the NHL Event Medical Director.

Face coverings will be made available to all individuals by the League (individuals are also welcome to bring their own).

The exceptions to this requirement are as set forth below:

- Players are not required to wear face coverings when they are exercising or on the ice
- Coaches are not required to wear face coverings when on the bench
- Broadcasters are not required to wear face coverings when they are on the air
- On-Ice Officials are not required to wear face coverings during games
- Individuals may remove face coverings when performing essential work where physical distancing can be maintained (e.g., working at socially distanced desks/tables in hotel conference rooms or in the arena(s))
- Players and staff may remove face coverings during interviews performed with appropriate distancing
- Individuals are not required to wear a mask while exercising (so long as appropriate social distancing is maintained at all times), including a physically distanced run or walk. Individuals are instructed to bring a mask with them in case they encounter situations where physical distancing is not possible.
- When eating and/or drinking (so long as appropriate physical distancing is maintained at all times)

3. SAFETY PRECAUTIONS

All individuals in the Phase 4 Secure Zone shall follow the following additional safety precautions for the duration of Phase 4:

- Wash hands frequently with soap and water for at least 20 seconds (sing “Happy Birthday” twice), or, if soap and water are not readily available, use an alcohol-based sanitizer, as follows:
 - Wash or disinfect hands before and after eating or drinking.
 - Wash or disinfect hands and face after touching possibly contaminated surfaces (such as high-touch areas like elevator buttons, countertops, door handles, water coolers).
- Use disinfectant wipes on items that may have been touched by others (such as pieces of luggage, chairs, office equipment, menus, etc.)
- Avoid touching your eyes, nose, and mouth, including adjusting your mask/face covering while wearing it.
- Avoid close contact with people who are sick or appear symptomatic.
- Cover your cough or sneeze with a tissue, then throw the tissue in the trash and wash your hands with soap or use alcohol-based sanitizer. If you do not have a tissue, cough or sneeze into your elbow, not your hands, and then wash your hands with soap or use alcohol-based sanitizer.
- Avoid handshakes, high fives and fist bumps.

Hand sanitizer and disinfectant will be readily available throughout the Phase 4 Secure Zone facilities.

4. USE OF GLOVES

- Glove use is not a replacement for hand hygiene practices such as hand washing, use of alcohol-based sanitizer and avoiding touching of one’s face.
- Gloves shall be discarded after each use, and after your face is touched. Hands and face should be washed when changing gloves.
- Glove use is required during games and practices only in the following circumstances:
 - All Club game staff and team staff interacting with the Player gloves, equipment, jerseys, water bottles, and towels are required to wear latex (or similar material) gloves when tending to the benches/penalty boxes/locker-room areas.
 - Off-Ice Officials while working in the penalty box during games shall wear gloves, and a face covering, when handling Player Aquafina or Gatorade bottles and towels.
 - Glove use by training staff for other purposes, such as prevention of blood borne pathogens through universal precautions, shall continue.

5. OTHER MEASURES

Workout Gear and Laundry:

- Clubs shall establish a process that promotes safe cleaning and/or disinfection of workout gear, equipment and other clothing.
- The NHL will provide further information for to NHL Staff and other individuals on the process that will be applicable for laundering clothes during Phase 4.

Supplements:

- Supplements must be made available in single-dispense packs. Common containers and scoops shared by individuals are prohibited in Phase 4.

Relief Gels/Balms/Creams/Sticks:

- Use of common (i.e. shared) creams, gels, balms, and sticks is prohibited during Phase 4.

Dress Code Not in Effect:

- Clubs' dress codes will not be in effect for the duration of Phase 4, including travel to and from the Hub Cities.

E. SYMPTOMATIC PERSONS AND POSITIVE TEST HANDLING DURING PHASE 4

The following are common symptoms of COVID-19:

- Cough
- Shortness of breath
- Chest pain
- Feeling feverish, chills
- Muscle pain (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)

For individuals who become symptomatic, the following sets out reporting mechanisms for the participants in Phase 4:

1. PLAYERS AND CLUB PERSONNEL:

Any Player or member of a Club's Traveling Party who develops symptoms should immediately self-isolate and contact his Club Doctor or Trainer. They will be evaluated medically by the Club's physician(s), who shall consult with the Club's infectious disease specialist and the NHL Event Medical Director to determine next steps, and to administer PCR testing, if appropriate. Further, all Players and Club personnel must also immediately notify Club medical staff if they suspect that they came into contact with someone who has COVID-19.

2. LEAGUE STAFF AND OTHER VENDORS & SERVICE PROVIDERS:

Any League employee or other vendors and service providers, including arena and practice facility staff (Groups 1-5) who develop symptoms should immediately self-isolate, and contact the NHL Event Medical Director. They will be evaluated medically by the NHL Event Medical Director or a physician of the individual's own choosing to determine next steps, and to administer additional PCR testing, if appropriate. All League or other vendors and service providers should also immediately notify the NHL Event Medical Director or their designee(s) if he or she

suspects coming into contact with someone who has COVID-19. If an individual elects to be evaluated by a physician of his or her own choice and such evaluation requires leaving the Phase 4 Secure Zone, the individual may be asked not to return to the Phase 4 Secure Zone. (See Section C, above)

3. PROTOCOL FOR SYMPTOMATIC INDIVIDUALS OR A POSITIVE TEST RESULT

If an individual (including all Players, Club staff, League employees, or other vendors and service providers, including arena and practice facility staff (Groups 1-5) tests positive in the course of PCR testing and/or develops symptoms of COVID-19, the following steps shall be taken:

Immediate Isolation Pending Confirmation

If the person is at one of the Phase 4 Secure Zone sites and not in his or her hotel room, and is medically stable, he/she shall be:

- removed immediately and shall be directed to isolate in a location that has been designated by the NHL Event Medical Director as a safe and secure isolation area, and to refrain from contact with other persons until the confirmation of COVID-19 positive/negative status is established.

In the event the person is acutely ill or medically unstable: (i) the NHL Event Medical Director in consultation with the individual's employer, or (ii) in the case of Club personnel, the Club physician and the Club's infectious disease expert in consultation with the NHL Event Medical Director (in both (i) and (ii), the "Appropriate Physician(s)"), shall arrange appropriate clinical follow up, treatment and care.

Confirmatory Testing for Asymptomatic Persons

For asymptomatic persons who test positive, the Appropriate Physician(s) shall:

- immediately direct the administration of a confirmatory FDA Emergency Use or Health Canada Authorized COVID-19 molecular assay for detection of SARS-CoV-2 RNA ("RT-PCR test").
- The confirmatory test will use a nasopharyngeal RT-PCR test performed by an independent health care provider to verify the initial test result.
- Persons 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.

Persons whose confirmatory test results return **positive** will be considered a confirmed positive, and shall be required to isolate until medical clearance is obtained.

If the confirmatory test results return **negative**, the person shall remain in isolation and shall be retested after 24 hours with a nasopharyngeal RT-PCR test performed by an independent health care provider . If such test results remain negative, the person shall be permitted to exit isolation and may return to full participation in activities, (sport or business activities) once cleared by the Appropriate Physician(s).

Steps for Symptomatic Persons

For persons who develop symptoms of COVID-19, the Appropriate Physician(s) shall direct immediate RT-PCR testing to confirm the person's status.

A positive test of a person who exhibits symptoms of COVID-19 shall not be subject to further confirmatory testing under this Protocol and such person's COVID-19 positive status will be considered confirmed if, in the opinion of the Appropriate Physician(s), there is no basis to doubt the person's COVID-19 positive status.

Persons who develop infectious respiratory symptoms but who test negative for COVID-19 shall have their clinical care and clearance managed by the Appropriate Physician(s) or other physician.

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 Club/business activity or have any contact (other than remotely) with any other personnel for the duration of their isolation.

During such period, the person shall be in daily contact with and receive remote care from the Appropriate Physician(s) or such other physicians as considered appropriate. A person whose initial test has been confirmed positive shall remain in isolation until the following conditions have been satisfied:

a) For a person who was asymptomatic during the entire period of their isolation:

Test-Based Strategy:

- The person has tested negative after the administration of a RT-PCR test from at least two consecutive, respiratory specimens, nasopharyngeal where feasible, collected ≥ 24 hours apart for a total of two negative specimens (the "CDC Test-Based Strategy"); or

Time-Based Strategy:

- Alternatively, upon the passage of 10 days since the first positive test, providing the person has remained asymptomatic during the entire period of their self-isolation,

b) For a person who was symptomatic at the time of testing, or who developed symptoms during the period of isolation:

Test-Based Strategy:

- The person 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 respiratory symptoms (e.g., cough, shortness of breath); or

Symptoms-Based Strategy:

- Alternatively, if the person has had no fever and no respiratory symptoms for over 72 hours provided, however, that the person has been in self-isolation for a minimum of 10 days since the onset of the symptoms,

c) In addition, the Appropriate Physician(s), and any treating physician providing care to the person conclude that the person 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

d) Finally, the termination of the isolation requirement must be consistent with applicable local public health regulations or other requirements.

Cardiac Screening

Although Players may exit isolation as per the 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 provisions regarding Pre-Participation Medical Examination in the Phase 2 Protocol (see Attachment 2, JAMA Cardiology: A Game Plan for the Resumption of Sport and Exercise After Coronavirus Disease 2019 (COVID-19) Infection) 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 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 game activity.

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.

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 Player’s positive test result or to a Player developing COVID-19 symptoms during Phase 4.

Persons with Close Contact

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

- a contact tracing investigation shall be conducted immediately upon receiving the Index Person’s first positive test, which shall done in conjunction with, and pursuant to, regulations from local health authorities, to determine whether other Players or any other person that had access to the training facility had “close contact” with the Index Person.
 - The Appropriate Physician(s) 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 in contact **for 15 minutes or longer at 6 feet or less** with the Index Person (regardless of whether facial protection is worn) in the 48 hour period leading up to the time the Index Person’s test was taken (if asymptomatic), or 48 hours prior to the onset of symptoms in the Index Person.

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 Section 1 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:
 - i. The person remains asymptomatic and afebrile (free of fever), and
 - ii. 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, 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 social distancing and face coverings.

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 Appropriate Physician(s) and, thereafter, shall be subject to the applicable provisions of this Protocol.

Future Testing Following A Positive Test

In the event that an individual has a confirmed positive finding for COVID-19 and thereafter has been cleared to return to play/work, ongoing screening with PCR testing is unnecessary, 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 individual 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 Appropriate Physician(s), 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.

F. MONITORING REQUIREMENTS

Monitoring and testing by their nature are for the purpose of early detection of infection and **are not replacements for the hygiene, distancing, and cleaning and disinfecting methods** outlined in this Protocol that can help prevent infection in the first instance.

1. DAILY TEMPERATURE AND SYMPTOM CHECKS:

All participants involved in Phase 4 (Groups 1-5) will be required to undergo daily temperature and symptom checks to detect for possible infection.

Temperature and symptom screenings will be set up at the Phase 4 Secure Zone hotel(s), arena, and practice facilities.

Further details regarding specifics for the scheduling of symptom and temperature screening will be provided prior to the opening of Phase 4. Testing/screening locations will include markers for individuals to promote physical distancing and avoid crowding.

Any report of symptoms or fever will be flagged and the individual will be directed to the NHL Event Medical Director or his or her designee(s) for guidance and next steps.

2. RT-PCR TESTING

Individuals will be subject to RT-PCR testing at the frequency set forth in Section B for each Group. Testing will be conducted using RT-PCR testing, with nasal swab (anterior nares) collection, except as otherwise indicated in this Protocol. The company selected for RT-PCR testing of participants in each Phase 4 city will be announced closer to the date of commencing Phase 4. Schedules for testing (for Groups 1-4) will also be completed closer to arrival in the Phase 4 Secure Zone.

3. NONCOMPLIANCE WITH TESTING AND MONITORING

Individuals, including Players, who refuse to follow their testing and monitoring requirements will be prohibited from participating in their job functions in Phase 4. Such individuals will be prohibited from participation in any Club activity, and may be subject to permanent removal from the Phase 4 Secure Zone if they persist in their refusal.

4. COLLECTION, STORAGE AND USE OF PLAYER HEALTH INFORMATION

The League and the Clubs shall take appropriate measures to protect the privacy of the information collected and to maintain the security of the information collected.

G. PHASE 4 SECURE ZONE HOTEL AND HOTEL RULES

The following rules are in place for the safety of individuals who are working in, as well as persons who are staying in, the Secure Zone Hotel(s) (Groups 1-5), for the duration of Phase 4.

1. HOTEL ROOMS

- Check-in procedures for all individuals will be provided ahead of arrival in the Phase 4 Secure Zone.
- Each individual staying at the hotel will be required to stay in a single occupancy room, and no individuals shall permit guests or other personnel in their room during Phase 4 (with the exception of housekeeping or engineering staff, as needed, which services shall be provided while individuals are not present in the room). As a limited exception, during the Conference Finals and the Stanley Cup Final, a Player's family member who has completed his or her PCR testing and quarantine requirements and who has been cleared for full inclusion in the Phase 4 Secure Zone pursuant to Section O, may enter the hotel room of the Player they are visiting and may reside in such room subject to the Phase 4 Secure Zone Hotel's

standard occupancy rules and guidelines.

- Each Club will be assigned designated floor(s), as necessary. Clubs may, to the extent possible, be provided with additional space on their floor for access to single-wrapped snacks and single-serve beverages.
- A specific area or room(s) on each Club's floor(s) shall be designated for use as a medical training/treatment space. All related treatment equipment shall be provided by the Club.

2. HOTEL LOBBY AND BAR(S)

- The Hotel lobby and bar(s) will be available for use by persons permitted entry in the Hotel, so long as proper physical distancing is followed, and only after the initial quarantine period(s) described in Section A.
- Access Restrictions identified in Section B must be adhered to while in the Hotel lobby and bar(s).

2. HOTEL WORK SPACES FOR NHL STAFF

- Individual workstations must be physically distanced from each other.
- Sharing of individual workstations is prohibited unless workstations are disinfected between uses.
- As noted above, individuals may remove face coverings when in essential work situations where physical distancing can be maintained in hotel workspaces.

3. ELEVATOR

- Elevators may be subject to specific capacity and distancing protocols, identified with floor markers.
- Other best practices should be adhered to when using elevators, including:
 - Not using fingers to press elevator buttons. Instead use knuckles or elbows.
 - Not entering crowded elevators (if capacity limits are not mandated).
 - Not lingering or standing in a crowded elevator bank.
 - Not talking to others while in the elevator.
 -

4. HOUSEKEEPING

- Housekeeping and room maintenance personnel will be prohibited from entering rooms while rooms are occupied.
- Housekeeping personnel will be required to wear face coverings, gloves, and to use EPA approved cleaning and disinfecting products.
Housekeeping in guest rooms will be provided every third day

5. HOTEL AMENITIES

Please note that for all amenities, the Secure Zone Hotel will be subject to League-mandated physical distancing, PPE, and cleaning and disinfecting requirements.

Pool

- The hotel pool, if open, is permitted for use by all individuals at the Secure Zone Hotel, so long as individuals can socially distance, both in and out of the pool.
- Individuals must disinfect lounge chairs before and after each use.
- The pool may be subject to capacity limits at any given time.

Spa

- The hotel spa, steam room and sauna will be closed to everyone.

Fitness Center

- A daily schedule for the use of the hotel fitness center by individuals staying in the Phase 4 Secure Zone shall be established by the League. The schedule shall allocate appropriate and sufficient time for Players to work out, and for NHL staff and for other Phase 4 personnel to work out, respectively and separately, and for all equipment to be disinfected by staff before and after each use.
- Patrons must wash hands and face immediately before using the facility and after any time they touch their face.
- All equipment must be disinfected by individuals before and after each use.
- The fitness center may be subject to capacity limits at any given time.
- Masks/face coverings are not required in the fitness center so long as physical distancing is strictly maintained.

H. PHASE 4 SECURE ZONE DINING AND LEISURE OPTIONS

1. DINING OPTIONS FOR INDIVIDUALS STAYING IN THE PHASE 4 SECURE ZONE HOTEL

Each Club will be provided with designated conference space and physical meeting space within the Phase 4 Secure Zone hotel.

Modified-buffet style meals will be permitted during Phase 4, subject to plexiglass (or similar) barriers being set up between servers and individuals to maintain social distancing and contactless service.

Individuals who are staying at the Secure Zone Hotel (Groups 1 and 2) will have several dining options, and will be permitted to eat at any of the following, while sitting in a physically distanced manner:

- Phase 4 Secure Zone hotel restaurants and bars
- Club dedicated meeting/conference rooms, with meals prepared by hotel catering staff
- Contactless room service delivery.
- Delivery from local restaurants – contactless delivery with a specified drop off location at the Phase 4 Secure Zone. Individuals will be directed to designated locations for delivery pick-ups. Packages should be wiped down with disinfectant wipes upon delivery. Individuals having food delivered should wash hands after opening food containers and before touching food.

To minimize in-person interactions, the servers at the Secure Zone Hotel restaurants and bars as well as in Club meeting/conference rooms will be instructed to place the meals/drinks that are prepared on a cart for pickup. In addition, each individual will be responsible for clearing their own plates and serving utensils between courses, and putting them in a bin that will be provided, to be removed by hotel wait staff.

2. DINING OPTIONS OUTSIDE THE PHASE 4 SECURE ZONE HOTEL

The same food and eating hygiene measures will be employed for food served at the arena and at any restaurants outside the Phase 4 Secure Zone hotel(s) that are dedicated for NHL use only.

Individuals who are not staying at the Phase 4 Secure Zone Hotel (Groups 3-5 personnel) should practice the same physical distancing and food hygiene measures that are listed above, to the extent possible, for all their meals. These individuals remain subject to the Access Restrictions in Section B.

I. PHASE 4 SECURE ZONE ARENA INFORMATION

The League will provide maps of club entrances, locker rooms, workout areas, etc. in the Arena prior the start of Phase 4.

J. PHASE 4 SECURE ZONE PRACTICE FACILITY INFORMATION

A schedule will be provided for Phase 4 practice times for each club and location.

Transportation to practice facilities will be provided for each Club. Bus drivers shall be required to wear a mask at all times, and will limit all interactions with Players and Club Personnel, to the extent possible. Physical distancing on the bus transportation will be enforced. To the extent possible, individuals shall not sit directly adjacent to another individual while on the bus (one person per every two seats). The guidelines and recommendations in Attachment 1, when traveling by bus, are to be employed whenever feasible.

The League will provide maps of club entrances, locker rooms, workout areas, etc. in the practice facility prior to the start of Phase 4.

K. PHASE 4 SECURE ZONE EDUCATIONAL SESSIONS

1. BEFORE TRAVELING TO PHASE 4 SECURE ZONE

Education will be provided to all individuals who will be in the Phase 4 Secure Zone, including NHL staff, arena/hotel staff, and vendors.

In addition, prior to the start of Phase 4, the Club's Medical Director and Head Athletic Trainer shall conduct a remote educational meeting for all members of the Club's Traveling Party to provide education regarding this Phase 4 Protocol, the potential risks associated with involvement in Phase 4, and the obligations of Players and Club personnel to comply with the provisions of this Protocol. The League will provide Clubs with a template PowerPoint to be used during these education sessions. The above educational content shall be developed in consultation with the NHLPA.

2. ONSITE EDUCATION

Opportunities for continuing education will be available as well throughout the duration of Phase 4.

3. SIGNAGE AND REMINDERS

Signs providing reminders of health and safety protocols will be posted throughout the Phase 4 Secure Zone.

L. MEDICAL STAFF AND MEDICAL STANDARDS

1. CLUB MEDICAL PERSONNEL

Club Physicians

Each Club will be required to staff at least one (1) Team physician for every game.

- a) The Team Physician will be responsible for making fitness to play determinations for the Club's Players.
- b) The Team Physician will be required to be proficient in the NHL/NHLPA Concussion Management & Protocol and of administration of the NHL Modified SCAT5.
- c) The Team Physician, in consultation with the Club's Infectious Diseases expert, will be responsible for overseeing all Player COVID-19 related reporting and care.
- d) During game play, the Team physician(s) shall be seated in close proximity to (within 50 feet of) the Players' bench with immediate access to the bench and ice surface in order to facilitate swift and easy access to the Players in the event of medical emergencies. During game play, if the Team physician is required to attend to a Player in the medical room, he or she shall have the continuing ability to observe the game on reliable live television feed (provided rapid access to the bench and ice surface is not compromised).

Athletic Trainers/Therapists

- a) Club Athletic Trainer/Therapist shall be available on the bench at all times during games.
- b) If the Athletic Trainer/Therapist must leave the bench for any reason (e.g., with an injured player), either
 - i. another Athletic Trainer/Therapist must be available to immediately replace such Athletic Trainer/Therapist on the bench or
 - ii. another person with equal or greater medical training must be available to immediately replace the Athletic Trainer/Therapist on the bench.

NOTE: This requirement can be satisfied through coverage by the opposing team's Athletic Trainer/Therapist or doctor if there is a prior agreement to such effect and the time frame for replacement coverage is of short duration.

- c) Please note that an Athletic Trainer/Therapist shall also be available on the bench at all times during practices.
 - i. For non-team based practice situations, such as individual or group rehab/conditioning skating sessions, such sessions shall be attended by a certified Athletic Trainer/Therapist or Physical Therapist/Physiotherapist who holds current certification in Basic Life Support (BLS) and is licensed by their state or provincial authority in the jurisdiction of the Club. All such certification and licensure shall be maintained in good standing.

2. ADDITIONAL GAME PERSONNEL

The NHL will arrange for additional medical services for game (and practice) coverage for Players and Officials as follows:

- a) A minimum of three (3) local physicians shall be in attendance at all games:
 - i. an internal medicine or primary care sports physician;
 - ii. an orthopedic surgeon; and
 - iii. an active specialist in emergency medicine:
 - i. who routinely manages hemorrhagic, cardiac, and airway emergencies, and
 - ii. who is A.T.L.S. and A.C.L.S. certified, and
 - iii. who is either
 - 1. in the U.S., board certified in emergency medicine, or
 - 2. in Canada, board certified in emergency medicine by the Royal College of Physicians and Surgeons or the College of Family Physicians of Canada.
- b) consultant specialists to be at each game to complement the skill set of the three (3) physicians in attendance, and such consultant specialists shall include a dentist or a maxillofacial surgeon.
- c) The NHL will identify a physician to act as a liaison with the local medical community for additional consultant specialists who may be required, as requested by a Team Physician.

The NHL will identify a physician to prepare an Emergency Action Plan (as detailed in Attachment 3) and coordinate and oversee the emergency scenario rehearsal prior to the first game, with all Teams' Physicians and other medical personnel present at the rehearsal.

3. GAME AND PRACTICE EMERGENCY SERVICES

The following additional services are addressed in Attachment 3: Game and Practice Supplemental Medical Standards:

- Ambulance availability
- Emergency medical room
- Emergency Action Plan requirements, which must include designation of the local hospital or emergency care facilities where individuals will be sent in the event of a medical emergency.
- Medical equipment
- Practice facility medical equipment

5. NHL EVENT MEDICAL DIRECTOR

The NHL will appoint an NHL Event Medical Director in each hub city whose duties will include the provision of medical care for NHL staff, including Officials, and other individuals living or working in the Phase 4 Secure Zone. Alternatively, individuals may choose to see a physician of his or her choosing. However, if an individual elects to be evaluated by a physician of his or her own choice and such evaluation requires leaving the Phase 4 Secure Zone, they will be subject to the procedure for Returning to the Phase 4 Secure Zone, described in Section C.

In addition to the duties and responsibilities set out elsewhere in this Protocol, the NHL Event Medical Director's main duties will include:

- Overseeing all COVID-19 related reporting and care.
- Arranging for an on-call system of medical care for individuals (except Players and Club Personnel) for on-site care.
- Acting as a liaison with the local medical community.

The NHL Event Medical Director shall be a physician, licensed in good standing in the state/province of the Phase 4 activities, with experience with professional hockey, and/or prior experience overseeing large events (Olympics, tournaments, etc.). The NHL Event Medical Director may employ one or more assistants (physician, nurse practitioner, or equivalent) to share day to day duties. The NHL shall consult with the NHLPA on the establishment of the organizational structure for the provision of medical care during Phase 4 upon the selection of the location of the Phase 4 Secure Zone.

6. ADDITIONAL MEDICAL CARE FOR PLAYERS IN THE PHASE 4 SECURE ZONE

A Player may consult with a physician of his own choice, including for the purpose of obtaining a second medical opinion pursuant to the provisions of CBA Section 34.4, in respect of medical issues that may arise out of his participation, or potential participation, in Phase 4. To the extent that it is medically appropriate and locally permissible, the consultation will take place with the Player remaining in the Phase 4 Secure Zone and through the use of telemedicine or other remote forms of communication.

A Player may also request to be physically examined by a physician of his choosing if, in his Physician's opinion, telemedical or other remote forms of consultation are medically inappropriate in the circumstances. On such event, the physician will be permitted entry into the Phase 4 Secure Zone for that limited purpose. The NHL Event

Medical Director will be responsible for establishing a private and secure location with a separate entrance to the Phase 4 Secure Zone to be used exclusively for such physical examinations. They will ensure that the space has been appropriately cleaned and disinfected before being occupied by the Player and his physician. Appropriate Personal Protective Equipment must be worn at all times by the physician and the Player and, to the extent practicable, physical distancing must be maintained throughout the examination. Any testing necessary for the conduct of the physical examination that can be performed using equipment located within the Phase 4 Secure Zone will be done on-site, and the NHL Event Medical Director will facilitate the use of and access to such equipment when requested by the Player's physician.

M. HYGIENE OFFICERS

1. LEAGUE FACILITY HYGIENE OFFICER

The NHL will appoint a Phase 4 Secure Zone Facility Hygiene Officer (the "NHL Hygiene Officer") in each hub city to assess and enforce compliance with the facility related requirements in this Protocol related to the Phase 4 Secure Zone. The NHL Hygiene Officer must be a nurse, occupational health and safety professional or infection prevention and control (IPAC) professional.

The responsibilities of the Phase 4 NHL Hygiene Officer include, but are not limited to, the following:

- Conducting a tour of all locations and boundaries within the Phase 4 Secure Zone with the NHL Event Medical Director, an infectious disease specialist, and any other relevant personnel (including security) to review implementation of the Phase 4 Protocol prior to opening of the NHL's Return to Sport.
- Ensuring that the facilities within the Phase 4 Secure Zone are properly equipped to enable individuals to comply with basic hygiene measures (hand washing and/or hand sanitizing, coughing and sneezing hygiene, physical distancing).
- Ensuring that facility doors and windows are opened regularly and as often as practicable.
- To the extent possible, updating the facility to be as automated or no-touch as practicable to remove or reduce the use of touchpoints (e.g., door handles, door knobs, push bars, elevator buttons, rest room sinks and soap dispensers, etc.).
- Adding signage to reinforce safety and health requirements throughout the Phase 4 Secure Zone.
- Ensuring that all facilities within the Phase 4 Secure Zone, including the hotel(s), dining locations, practice facilities, and game arena are compliant with the rules outlined in this Protocol, including, but not limited to, enforcement of the following:
 - 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;
 - Physical distancing requirements; and
 - Face covering requirements.

The League Facility Hygiene Officer shall provide written confirmation to the League and to the NHLPA that the provisions of this Protocol have been complied with on a daily basis. Any incident or circumstance or non-compliance shall be reported immediately.

2. CLUB COMPLIANCE OFFICER

Each Club's Traveling Party must include a Compliance Officer, who will be required to certify on a daily basis, the Club's compliance with the following aspects of the Phase 4 Protocol:

- Players and all other members of the Club's Traveling Party received daily PCR testing;
- Players and all other members of the Club's Traveling Party completed their daily symptom screening and temperature check;
- Players and all other members of the Club's Traveling Party remained inside the Phase 4 Secure Zone, or otherwise received permission to leave the Phase 4 Secure Zone pursuant to Section (C)(1); and
- Players and all other members of the Club's Traveling Party wore face coverings in all required situations.

The Club Compliance Officer must be a senior member of the Club's Traveling Party with compliance experience. In this regard, each Club's Compliance Officer shall certify, in writing, by 10 p.m. local time each day, to the League Facility Hygiene Officer, that all members of the Club's Traveling Party remain compliant with all necessary aspects of the Phase 4 Protocol. In the event that any member of the Club's Traveling Party is not compliant with one or more aspects of the Phase 4 Protocol, the Club's Compliance Officer shall report such noncompliance and provide details on how and by when the noncompliance will be remedied.

N. CLEANING AND DISINFECTING

1. GAME AND PRACTICE FACILITIES

The practice facilities and game arena must adhere to the requirements in the attached Phase 4 Game Arena and Practice Facility Cleaning, Disinfecting, and Hygiene Requirements – Attachment 4.

At a minimum, this disinfection must be completed:

1. on shared circuit-based training equipment between Player usage (*e.g.*, disinfectant wipe-down);
2. between training sessions on all areas and equipment that are touched; and
3. at the end of each day.

2. OTHER AREAS (HOTELS, DINING LOCATIONS, ETC.)

All venues within the Phase 4 Secure Zone will be required to adhere to cleaning and disinfecting guidelines consistent with CDC and/or Health Canada guidelines, as well as Phase 4 Game Arena and Practice Facility Cleaning, Disinfecting, and Hygiene Requirements.

O. PLAYER FAMILIES AND GUESTS

Guests will not be permitted in the Phase 4 Secure Zone for the duration of Phase 4.

Player families are not permitted in the Phase 4 Secure Zone until the Conference Finals and the Stanley Cup Final, at which time the Players will be permitted to invite their immediate family members to stay in the Phase 4 Secure Zone. Immediate family members include a Player's spouse or partner, and his children. Player families will be provided with separate hotel rooms for the duration of their stay in the Phase 4 Secure Zone. Player families, however, may choose to reside with the Player they are visiting upon satisfying their testing and quarantine requirements and subject to the Phase 4 Secure Zone hotel's standard occupancy rules and guidelines.

Player family members will be considered Group 1 Participants. Prior to and upon their arrival at the Phase 4 Secure Zone, Player family members must follow the traveling procedure described in Section A(1) that applies to persons traveling by commercial air transportation. Family members will not be permitted to enter the individual hotel room of the Player they are visiting until the applicable testing and quarantine requirements have been fulfilled. The NHL and NHLPA will agree, in coordination with the League-affiliated testing provider, upon different testing and screening requirements for children less than 18 years old.

Player family members staying in the Phase 4 Secure Zone will be required to agree to daily health monitoring including PCR testing, temperature, symptom screening and contact tracing. Family members will be permitted to exit and re-enter the Phase 4 Secure Zone only in the most serious and compelling personal circumstances, in which event they will be subject to the provisions pertaining to Leaving and Returning to the Phase 4 Secure Zone described in Section C.

P. SOCIAL ACTIVITIES INSIDE AND OUTSIDE OF THE PHASE 4 SECURE ZONE

Recognizing the importance of mental health and the psychological benefit of variation in activity, social excursions will be arranged both inside and outside the Phase 4 Secure Zone, provided that disinfecting, distancing, use of face coverings and personal hygiene measures can be maintained.

Details of available options will be provided closer to the start of Phase 4.

Q. COMPLIANCE AND GOVERNANCE

PENALTIES FOR NON-COMPLIANCE

As indicated above, individuals leaving the Phase 4 Secure Zone without permission may be subject to consequences up to and including the removal from the Phase 4, or in other cases, strict quarantines of up to 10-14 days as well as enhanced testing and monitoring upon return.

In addition, established violations of the rules set forth in this Protocol will result in

- For Clubs, significant penalties, potentially including fines and/or loss of draft choices.
- For third party vendors, potential contract termination.
- For NHL staff, potential dismissal from the Phase 4 Secure Zone.

Concerns regarding compliance with these requirements should be reported to the Event Facility Hygiene Officer and/or NHL Event Medical Director. Players may also contact their NHLPA Divisional Player Representatives if they have concerns regarding compliance with the provisions of this Protocol.

CIRCUMSTANCES FOR POSTPONEMENT, DELAY, MOVEMENT OF GAMES OR CANCELLATION OF PHASE 4

At any time either before the commencement of, or during, play in the Phase 4 Secure Zone, either the NHL or the NHLPA believes that conditions in which the commencement or continuation of play would likely create a material risk to Player health and safety and/or jeopardize the integrity of the competition are imminent or may have emerged, which conditions may include an uncontrolled outbreak of COVID-19 in the Players of one or more Clubs participating in Phase 4, that party shall immediately notify the other of its belief, following which the parties shall jointly consult with the NHL Event Medical Director, the NHLPA Medical Consultant, participating Players, General Managers, and such infectious diseases experts as they may consider advisable. Thereafter the Commissioner (or a person designated by him) shall make a determination after consultation with the Executive Director of the NHLPA (or a person designated by him) whether to postpone, delay, move or cancel any Game(s). The basis upon which the Commissioner is to make his determination to postpone, delay, move, or cancel any Games shall be whether the commencement or continuation of the Game(s) would likely create a material risk to Player health and safety and/or jeopardize the integrity of the competition. If the NHLPA is dissatisfied with the determination of the Commissioner, it may contest the matter in the form of an expedited arbitration of a Grievance before the Impartial Arbitrator pursuant to Section 17.17 of the Collective Bargaining Agreement.

PHASE 4 – MEDIA POLICY

Below are the provisions of the Media Access Policy that will govern access to Players and Coaches during Phase 4. The NHL and NHLPA will supplement this Policy shortly with additional provisions. The terms of this policy may be modified by the NHL and the NHLPA as circumstances require in order to better protect the health and safety of the Players, Club Personnel, Officials, League and Arena staff and media, which interest remains paramount.

Media personnel:

During Phase 4, all media access to Players and Club personnel inside the NHL Phase 4 Secure Zone will be conducted through virtual means. NHL staff will assist all Clubs in facilitating this media access on a daily basis.

- A limited number of media will be granted access to watch Phase 4 games in person.
- Only media who are granted permission to attend the Phase 4 Secure Zone will be given access to the Phase 4 Secure Zone, and allowed to enter the arena to watch Phase 4 games in person.
- Media who attend the Phase 4 games in person will have no greater access to Players and Club personnel than media who remain in Club's home markets and connect to NHL virtual interviews and press conferences. Media in the Phase 4 Secure Zone will have no personal access to Players and Club personnel away from the host arenas and will not be permitted to be present in the NHL Secure Zone other than to attend games. For further example, on-site media will not:
 - Be permitted to be on the property of the host hotels
 - Be permitted to visit or eat at the restaurants in the NHL Secure Zone
 - Be permitted to access the NHL Secure Zone recreational areas
 - Be permitted to attend or cover any off-site excursions for NHL Secure Zone Group participants (Groups 1-4).
- Virtual media access will be arranged on practice days for on-site and remote access media.

1. REQUIREMENTS:

- Media who are granted admission to the Phase 4 Secure Zone will be required to comply with all requirements in the Phase 4 Secure Zone Protocol, including, without limitation:
 - The requirement to wear a credential at all times;
 - The requirement to comply with the Travel Guidelines for Participants, including RT-PCR testing;
 - The requirement to adhere to the "Group" requirements in the Phase 4 Protocol, including the requirement to have no contact with Groups 1-4 Participants to the extent possible
 - The requirement to undergo daily RT-PCR testing, temperature checks and symptom reporting
 - The requirement to wear a protective face covering both inside and outside the Phase 4 Secure Zone
 - The requirement to physically distance, at all times possible, both inside and outside of the Phase 4 Secure Zone

- The requirement to refrain from participating in activities involving large groups (i.e., 10 or more individuals) in which people may be in close proximity to one another, even if such gatherings are permitted in that community;
- The requirement to adhere to good personal hygiene measures including frequent hand washing, both inside and outside of the Phase 4 Secure Zone
- The requirement to use designated entry and exits at Phase 4 Secure Zone venues, which will be separate from the entrances used by Players and Club personnel

2. LOGISTICS:

- Media will be required to apply for admission to the Phase 4 Secure Zone, and shall submit their request for admission to the NHL.
- The League will not be designating media hotels. Media will need to make their own arrangements for hotel reservations, outside of the Phase 4 NHL Secure Zone.
- The League will not be providing transportation for media to / from their games. Designated pick-up and drop off areas at the perimeter of the NHL Phase 4 Secure Zones will be identified for purposes of media coordinating with car transportation services.
- Given the protocols that will be in place, media in attendance must expect much less in the way of personal service and amenities on-site than what they are accustomed to receiving. Anything over and above the absolute basics (e.g., a vantage point with a view of the ice, access to bathrooms and water) should not be assumed.

3. COMPLIANCE:

- Failure to comply may result in an individual's inability to continue working in the Phase 4 Secure Zone.