Verizon Policy on Face Coverings (U.S. only)

Please ensure you review this policy daily as the information is subject to change.

Face Coverings Required

- **All employees**: In an effort to maximize protection from the COVID-19 variants and prevent possibly spreading it to others, Verizon requires all employees wear a face covering while indoors and unable to maintain distance or whenever requested by a client/customer.

- **Retail**: Retail V Teamers are required to wear face coverings when on the store floor (but do not need to wear a mask in the back of the store if distancing can be maintained).

- **Those Not Fully Vaccinated**: For those who are not fully vaccinated in addition to wearing a mask when unable to distance or when requested by a customer, you must continue to wear a face covering whenever:
  - entering or exiting a Verizon workplace;
  - moving about within a Verizon facility;
  - in a customer’s home;
  - in healthcare settings, such as hospitals and long-term care facilities;
  - on public transportation or in transportation hubs, such as airports and stations;
  - in correctional facilities or homeless shelters; OR
  - otherwise required by law.

- **Jurisdiction-Specific Requirements**: Certain jurisdictions require masks in additional circumstances. Review the table below and if you will be working in any of the locations listed, you must comply with the local requirements.

<table>
<thead>
<tr>
<th>State/County/City</th>
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<tbody>
<tr>
<td><strong>California:</strong></td>
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<tr>
<td>Counties of:</td>
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<tr>
<td>- Alameda (at all times while indoors, except when alone in a closed office or room)</td>
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<tr>
<td>- Contra Costa (at all times while indoors, except when alone in a room)</td>
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<tr>
<td>- Humboldt (at all times while indoors, except when working alone in a closed office or room)</td>
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<tr>
<td>- L.A. (at all times while indoors, except when alone in a separate room, office or interior space)</td>
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<td>- Marin (at all times while indoors, except when working alone in a closed office or room)</td>
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<tr>
<td>- Mono (at all times while indoors)</td>
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<tr>
<td>- Napa (at all times while indoors, unless working in a closed room or office)</td>
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<tr>
<td>- Nevada (at all times while indoors)</td>
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<tr>
<td>- Sacramento (at all times while indoors, except while actively eating/drinking)</td>
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</table>

Updated October 25, 2021
- San Francisco (at all times while indoors, except when working in an enclosed space such as an office)
- San Luis Obispo (at all times while indoors)
- San Mateo (at all times while indoors, except when working alone in a closed room)
- Santa Clara (at all times while indoors, except when working in a closed room or office)
- Sonoma (at all times while indoors, except when working alone in a closed office or room)
- Stanislaus (at all times while indoors)
- Trinity (at all times while indoors, except when working alone in a closed office or room)
- Yolo (at all times while indoors, except when working alone in a closed office or room)

Remaining Counties: Vaccinated employees may only remove their face covering if able to maintain distance AND submit the appropriate documentation to Verizon. To submit, complete the appropriate form: California.

**Colorado:**
- Larimer County (at all times while indoors)
- Manitou Springs (at all times while indoors)

**Connecticut:**
Cities of:
- East Hartford (at all times while indoors, unless able to maintain social distancing)
- Hartford (at all times while indoors, except when alone in a room or office, excluding technical sites and Garage Work Centers)
- New Haven (at all times while indoors), Norwalk (at all times while indoors, except when alone in a room or office, excluding technical sites and Garage Work Centers)
- Rocky Hill (at all times, unless alone or otherwise separated from others by partition and at least six feet distance)
- Simsbury (at all times, unless are alone or otherwise separated from others, by partition and at least six feet of distance)
- Stamford (at all times while indoors, except when eating or drinking)

**Georgia:**
- Atlanta (at all times while indoors, except when alone in an enclosed space)
- Clarke County (at all times while indoors)

**Hawaii:**
- Maui (at all times while indoors, excluding technical sites and Garage Work Centers)
- All other: at all times while indoors, except when eating or drinking or while working at a desk or work station and not actively engaged with other employees, customers, or visitors within 6 feet

**Illinois:** Chicago (at all times while indoors, except when stationary and distant)

**Indiana:** Monroe County (at all times, except when alone in a room or office, excluding technical sites and Garage Work Centers)

**Kansas:**
- Prairie Village (at all times while indoors)
- Roeland Park (at all times while indoors)

**Maryland:**
- City of Baltimore (at all times while indoors)
- Counties of:
  - Charles (at all times while indoors)
  - Montgomery (at all times while indoors, excluding technical sites and Garage Work Centers)
  - Prince George’s (at all times while indoors, excluding technical sites and Garage Work Centers)

**Massachusetts:**
Cities of:
- Amherst (at all times while indoors, excluding technical sites and Garage Work Centers)
- Arlington (at all times while indoors, excluding technical sites and Garage Work Centers)
- Belmont (at all times while indoors, excluding technical sites and Garage Work Centers)
- Boston (at all times while indoors, excluding technical sites and Garage Work Centers)
- Brookline (at all times while indoors, excluding technical sites and Garage Work Centers)
- Hadley (at all times while indoors, excluding technical sites and Garage Work Centers)
- Holyoke (at all times while indoors, excluding technical sites and Garage Work Centers)
- Lexington (at all times while indoors, excluding technical sites and Garage Work Centers)
- Northampton (at all times while indoors, excluding technical sites and Garage Work Centers)
- Provincetown (at all times while indoors)
- Salem (at all times while indoors, excluding technical sites and Garage Work Centers)
- Springfield (at all times while indoors, excluding technical sites and Garage Work Centers)
- Winchester (at all times while indoors, excluding technical sites and Garage Work Centers)

**Minnesota:** Rochester (at all times while indoors, excluding technical sites and Garage Work Centers)

**Missouri:** Jackson County (at all times while indoors, except while alone in a separate room or office, excluding technical sites and Garage Work Centers), Kansas City (at all times while indoors, except while alone in a separate room or office, excluding technical sites and Garage Work Centers), St. Louis County (at all times while indoors, except while alone in a separate room or office)

**Nevada:** Counties of Carson, Churchill, Clark, Douglas, Elko, Esmeralda, Humboldt, Lincoln, Lyon, Mineral, Nye, Pershing, Washoe, and White Pine (at all times when indoors)

**New Hampshire:** Hanover (at all times while indoors)

**New Mexico:** (at all times while inside a retail location)
**New York:** New York City Contractors (at all times while physically interacting with City employees or members of the public while in the course of performing work on a New York City contract)

**North Carolina:**
- Counties of:
  - Buncombe (at all times while indoors, unless working alone in an office or similar environment)
  - Chatham (at all times while indoors, excluding technical sites and Garage Work Centers)
  - Durham (at all times while indoors, excluding technical sites and Garage Work Centers)
  - Fayetteville (at all times while indoors)
  - Guilford (at all times while indoors)
  - New Hanover (at all times while indoors, except when alone in a room or office)
  - Orange (at all times while indoors, excluding technical sites and Garage Work Centers)
  - Wake (at all times while indoors, except when alone in a room, office or vehicle)
- Cities of:
  - Boone (at all times while indoors, excluding technical sites and Garage Work Centers)
  - Cary (at all times while indoors)
  - Charlotte (at all times while indoors)
  - Durham (at all times while indoors, excluding technical sites and Garage Work Centers)
  - Fayetteville (at all times while indoors, except when alone in a room or office)
  - Raleigh (at all times while indoors, except when in a private, individual office or while actively eating/drinking)
  - Winston-Salem (at all times while indoors)

**Ohio:** Columbus (at all times while indoors, excluding technical sites and Garage Work Centers)

**Oregon:** (at all times while indoors, except when alone in a private workspace or eating/drinking)

**Pennsylvania:** Philadelphia (at all times when indoors)

**South Carolina:** Richland County (Retail only: required at all times while indoors)

**Washington:** (at all times while indoors, except when alone in a room or office, excluding technical sites and Garage Work Centers)

**Washington, D.C.:** (at all times when indoors except when eating/drinking or alone in an office, excluding technical sites and Garage Work Centers)

**West Virginia:** Mercer County (at all times while indoors, excluding technical sites and Garage Work Centers)

Updated October 25, 2021
Wisconsin: Counties of Dane and Madison (at all times while indoors, excluding technical sites and Garage Work Centers)

Wyoming: County of Teton (at all times while indoors, except when alone in an office or room that is not regularly visited by members of the public)

People are considered fully vaccinated:
- 2 weeks after their second dose in a two-dose series, such as the Pfizer or Moderna vaccines, or
- 2 weeks after a single-dose vaccine, such as Johnson & Johnson’s Janssen vaccine

Additional Information
In the U.S., Verizon has issued face coverings to employees working outside of the home. When face coverings are to be worn in our workspaces, you must use the company-issued face coverings. You may choose to layer two face coverings or wear a KN95 as a face covering. U.S.-based V Teamers may follow the how to order a thermometer/face mask guide to request KN95s.

Face coverings may be reused as long as they are in good condition. Disposable face coverings can be placed in any lined trash can. Cloth face coverings can be laundered in a standard washing machine.

The use of a face covering is not meant to be a substitute for other protective measures. You should continue to practice handwashing hygiene, and observe other safety requirements.

If there is a reason you cannot wear a face covering, please contact your supervisor or HR Business Partner.