



◆ COVID-19 PANDEMIC ◆

RECOVERY PLAN

VOLUME 1 - MAY 5, 2020





LETTER FROM CHIEF

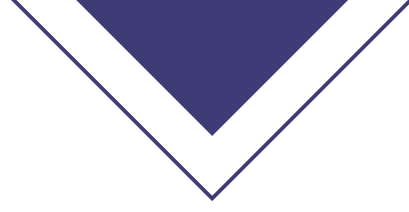
Halito,

As the Choctaw Nation of Oklahoma (CNO) continues its preparations for a full return to operations, I want to assure you that our top priority continues to be the health and safety of our tribal members, associates, guests and visitors. We extend our thoughts and prayers to those who have lost loved ones to the coronavirus and those who are recovering from this infection.

Our priority of health and safety first; everything else second, has guided our actions and decisions throughout the COVID-19 pandemic and now also serves as the focal point of our recovery vision in the Choctaw Nation. We have been blessed to be able to be financially secure enough to provide essential tribal member services and pay our associates during the pandemic. We've balanced the tribe's long-term sustainability and economic needs of our tribal members, associates and communities.

Our return to full operations will be a phased approach tied to up-to-date and defined medical statistical data, analysis and trends related to the available capacity in our health care systems for COVID-19 patients in our tribal jurisdiction in Oklahoma and in our markets in Texas and Arkansas. Our reopening plans will follow this data and react accordingly, meaning if the medical data says we need to alter any reopening plans, we will.

As we approach phase one of our economic recovery, we continue to be in consultation with our CNO Chief Medical Officer and in coordination with our Risk Management and Emergency Management teams in the Choctaw Nation. Their expertise enables us to diligently follow recommended public health guidelines.



We are so appreciative of the continuing work of our associates out on the frontlines as they have worked to keep us safe, healthy, and maintain transportation, food, and supplies throughout this pandemic.

In addition, it should be noted that as part of the Choctaw Nation's plans to reopen, our associates will undergo COVID-19 training, Personal Protective Equipment (PPE) training and any other job- or location-specific training as assigned by their management prior to returning to their workplace. We'll also continue to remind our associates and our visitors of the importance of social distancing at our operations and offices.

We are so appreciative of the continuing work of our associates out on the frontlines as they have worked to keep us safe, healthy, and maintain transportation, food, and supplies throughout this pandemic. We continue to be pleased that many CNO associates have been able to work from home since March 24 in following safer at home mandates.

As we cautiously move into the reopening and recovery phase, we want to encourage everyone to continue following public health guidance including practicing social distancing to safeguard your health and the health of others. Wash your hands often, and contact a medical professional if you feel ill. I want to remind everyone, be Chahta strong; let's stay strong together - let's stay united as we work to beat this pandemic. These times always remind us that together we are more at the Choctaw Nation of Oklahoma.

Yakoke,

Chief Gary Batton
Choctaw Nation of Oklahoma



THE CHOCTAW NATION PHASED RECOVERY PLAN; GUIDED BY KEY INDICATORS

The health and safety of our tribal members, associates, visitors, and guests is the top priority for Choctaw Nation of Oklahoma (CNO). That's why we're taking a public health-focused and data-driven approach as we work to reactivate our operations in phases over the coming weeks. CNO's health and emergency management professionals have designated trigger points for key indicators that CNO will use as a base standard to either move into a new phase or remain in the current phase. The key indicators are based on hospital and ICU bed utilization in the 10.5 counties of CNO as well as the states of Oklahoma, Texas and Arkansas (markets important to CNO). If these key indicators remain below the designated trigger points, the Recovery Plan will progress to its next phase. If the key indicators exceed the designated trigger points, CNO will not move into its next phase. CNO will rigorously review medical data regarding these key indicators throughout this process and will only move to its next phase when the medical data regarding these key indicators suggests it is a safe and appropriate time to do so.

HOSPITAL BED UTILIZATION

This is measured by the number of hospital beds utilized for COVID-19 patients.

ICU BED UTILIZATION

This measure provides insight into how many ICU beds are utilized for COVID-19 patients.

CNO is targeting Phase I to begin on approximately May 15, 2020. The Phase I start date is contingent upon the key indicators referenced in the previous paragraph of this document remaining below designated trigger point levels following a review by CNO's health and emergency management professionals. CNO will continue to prioritize the health and well-being of its guests and visitors throughout the Recovery Plan. Enhanced safety protocols and other guidelines will be in place at CNO operations and offices. We appreciate our guests' and visitors' patience and understanding throughout this process as we welcome you back into our facilities that have been closed during the pandemic.



PRE-RECOVERY

Most CNO businesses are closed, the majority of services and operations are conducted remotely (when possible); and the majority of associates are either off work (due to business closures) or working remotely. Mission-critical operations including Travel Plazas, Country Markets, Public Safety, Health, etc. are continuing to operate.



PHASE I *Begins May 15, 2020*

During this recovery phase, some Choctaw Nation operations may begin to reopen, and some associates will return to their onsite workstations. Several Health services functions will resume with limited services at the Talihina Hospital and medical clinics in Atoka, Broken Bow, Durant, Hugo, Idabel, McAlester, Poteau and Stigler. Wellness Centers will reopen with limited capacity. Dine-in will resume at Atoka and Poteau Chili's (with social distancing considerations). Approximately 25% of the Nation's workforce will return to their onsite workstations, though some exceptions may apply. Those operations and associates will adhere to strict safety protocols. Guests or visitors will continue to be encouraged to practice social distancing and wear face coverings (Note: guests can bring their own face coverings or CNO will make them available). *



PHASE II *Date to be determined by Key Indicators*

During this recovery phase, additional CNO businesses and operations may begin to reopen. Approximately 50% of the Nation's workforce will return to the office, though some exceptions may apply. All operations that have reopened and the involved CNO associates will adhere to enhanced safety protocols and other guidelines that may be in place based on the location. Guests or visitors will continue to be encouraged to practice social distancing and wear face coverings (Note: guests can bring their own face coverings or CNO will make them available). *



PHASE III *Date to be determined by Key Indicators*

During this recovery phase, all CNO businesses and operations will be reopened. It is possible that additional processes implemented throughout the pandemic may be adopted as more permanent processes just as temporary guidelines established through Phase I Recovery and Phase II Recovery could be extended or rescinded.

*For the latest information regarding the CNO Recovery Plan including reopening dates and times for CNO businesses and operations, please visit www.choctawnation.com/covid-19.



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