

April 30, 2009

### **Company Position Statement on Influenza A (H1N1)**

In an effort to ensure the safety of our employees and ongoing reliability of essential services, Idaho Power is monitoring the evolving cases of Influenza A (H1N1), also known as the swine flu. We will implement and communicate measures as needed to minimize impact to critical business functions and processes. Certainly, our primary concern is for the well being of our employees. Additional concern is this flu has the potential to threaten core business processes if it develops into a sustained pandemic resulting in increased or prolonged employee absences. In turn, this could impact our ability to provide essential services for our customers. While there have been only 257 cases confirmed in 11 countries, the greatest reason for concern is that today the confirmed number of U.S. cases in 11 states (none in Idaho or Oregon) has increased to 109, including one fatality. Also, yesterday the World Health Organization (WHO) moved the alert level for this flu from a Phase 3 to a Phase 5.

According to WHO, "Phase 5 is a strong signal that a pandemic is imminent and that the time to finalize the organization, communication and implementation of planned mitigation measures is short." Centers for Disease Control and Prevention and other experts are advising that, with the widespread presence of the virus, containment of the outbreak is not feasible and the current focus should be on mitigation measures. Currently, the best prevention strategies all of us should take include:

1. Implement good hand washing, including scrubbing the hands for 20 seconds with warm, soapy water. Cover your mouth and nose with a tissue any time you cough or sneeze, immediately dispose of the tissue and wash your hands. The use of antiseptic sanitizers also is proven to be effective.
2. Avoid close contact with anyone who appears sick.
3. If you get sick, stay home from work or school. Limit close contact with others.
4. If in close contact with a sick person, implement droplet control by using surgical face masks that can be purchased over-the-counter at any drug store.
5. Avoid touching your eyes, nose or mouth, especially during the flu season.
6. If you share a workstation, PC, laptop or phone, wipe them down with antiseptic cleaner or wipes at the end of your shift and ask your coworker(s) to do the same.

The company's position at this time is that all employees share the responsibility in preventing the spread of infection. Remember, safety is a value. By implementing the prevention strategies noted above, we strengthen our collective effort to maintain our healthy environment. We also

recommend that all employees ensure that their personal and emergency contact information is updated and accurate within the Human Resource Information System.

Management is asked to consider business necessity before scheduling regional meetings where large numbers of employees would congregate. If an employee reports to work ill displaying signs of the flu, the supervisor is asked to send the employee home. These symptoms include: fever, fatigue, loss of appetite, runny nose, cough, sore throat, nausea, diarrhea and vomiting. The infectious period is 1-3 days before the onset of symptoms and 3-9 days after the onset of illness. This means employees should use good judgment when deciding the appropriate time to return to work but should not return sooner than three days from onset of illness. Employees should also seek medical attention as needed.

Lastly, the company is requiring employees who travel to international or domestic locations with confirmed flu cases to check with their immediate supervisor and remain home for a period of three days following their travel. If the employee has no symptoms after the third day, he/she should return to work. However, if the employee has symptoms, he/she must see a physician and obtain a release before returning to work. WHO advises no restriction of regular travel or closure of borders at this time. However, they do recommend that individuals delay international travel if they are ill and that they seek medical attention if they develop symptoms following international travel.

Our current FTO and Short-term Disability policies will remain in effect. However, supervisors of employees traveling to/from a high-risk location as of April 30, 2009 should work with Human Resources on how best to treat these circumstances.

Again, we will continue to monitor the situation and communicate any further updates. We appreciate your cooperation and support of our safety mitigation measures. If you have questions regarding work or absences for an employee who has traveled to a high-risk area or need further clarification on how these situations should be handled, please contact the Human Resources Department.

For more information, please see the following Web sites: <http://www.cdc.gov/swineflu> , <http://www.who.int/csr/disease/swineflu/en/index.html>, or [www.diseaseinfo.idaho.gov](http://www.diseaseinfo.idaho.gov).

Thank you,  
Human Resources Department