

COVID-19 Health Screening Questions

Let's
talk about
what's
possible.

Overview.

Creating a safe working environment within the Best Buy community is a top priority. To that end, we are requiring everyone who is not working from home to take part in a daily health screening before reporting to work. Best Buy's COVID-19 Health Screening is designed to apply the best-available science and public-health guidance. Completed through our Best Buy Connect app, online at BBY.me/screening, or an in-person questionnaire conducted by a leader at the point of entry, the Health Screening is just one component of multiple layers of safeguards Best Buy has designed to help ensure the health of our employees and customers.

Leader responsibilities.

- To properly administer the Health Screening, you must know (1) the CDC COVID-19 Community Level for your facility and (2) whether there is a local mandate that requires masking regardless. You may find this information at [Best Buy and Government Occupancy Limits and Face Covering Requirements](#).

Employee responsibilities.

- All individuals will be asked to monitor their health symptoms before coming to work. If you are experiencing COVID-like symptoms or not feeling well, do not report to work. Call your leader to inform them of your absence.
- Upon arrival at work, you will be asked a series of health questions [listed below]. You instead can complete the Health Screening via the Best Buy Connect app or online at BBY.me/screening (1) no more than 3 hours before reporting to work at a Best Buy facility, showing the result to a leader, or (2) must do so before working for Best Buy anywhere other than your home if a leader won't ask you the following questions.

Health Screening questions.

Individuals **should not** be granted entry to a facility or attend work outside of their residence if any answer yields a **[fail screening]** outcome. Follow the instructions associated with the answers provided to the following questions. The callout boxes (green if this document is printed in color) include information about common questions during the Screening.

Exposure

1.A. In the past 10 days, have you had close personal contact with someone who has or likely has COVID-19? For example, this could be a member of your household, intimate partner, or someone else who is isolating because they:

- Tested positive for COVID-19;
- Have been told by a medical professional to isolate due to COVID-19 symptoms; or
- Self-diagnosed that they probably have COVID-19 based on their symptoms.

Answer: No [Go to Question 2]
Yes [Go to Question 1.B]

Close personal contact means within 6 feet of an infected person for a cumulative total of 15 minutes or more over a 24-hour period (for example, three individual 5-minute exposures for a total of 15 minutes).

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1.B. Have you tested positive for COVID-19 (that you had the disease) within the past 90 days using a viral test (antigen or PCR)?

Answer: No [Go to Question 1.C]
Yes [Question 1 complete. Go to Question 2]

Viral tests are used to look for current infection. They DO NOT include antibody tests which attempt to determine if you were infected in the past.

1.C Under CDC guidance, you do not have to quarantine after close personal contact if you are fully vaccinated and have received a booster shot if you're eligible. Are you up to date on your COVID-19 vaccines?

Answer: Yes. I am up to date—I'm fully vaccinated and got a booster shot if eligible. [Go to Question 1.D]
No (fully vaccinated but haven't gotten a booster even though eligible, partially vaccinated, not vaccinated). [Go to Question 1.E]

People are considered *fully vaccinated*:

- 2 weeks after their second dose in a 2-dose series, like the Pfizer or Moderna vaccines, or
- 2 weeks after a single-dose vaccine, like Johnson & Johnson's Janssen vaccine

People who are fully vaccinated are *up to date* if they have received boosters when eligible. As a general rule, this is as follows:

- First booster:
 - 5 months after second Pfizer or Moderna shot
 - 2 months after Johnson & Johnson's Janssen vaccine
- Second booster (for adults ages 50 or over):
 - At least four months after first booster

1.D Read Me

You do not have to quarantine, but you should *always* wear a mask when you are around others until 10 days have passed from your last close personal contact with a COVID-positive individual during their isolation period. For example, you should not eat or drink around others while at work. Watch for symptoms like congestion or a runny nose, sore throat, fever, or cough. If you develop symptoms, get tested right away. If you don't get symptoms, you should get tested no earlier than 5 days after your last close personal contact with a COVID-positive individual during their isolation period.

[Question 1 complete (see Optional Explanation concerning isolation periods below); Go to Question 2]

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1.E Has it been more than 5 days since your last close personal contact with the known or suspected COVID-19 case during their isolation period?

Answer: No [Fail Screening; hand employees “COVID-19 Resources for You” flyer]
 Yes [Go to Question 1.F]

Optional Explanation for Question 1.D & 1.E:

As a general rule, the isolation period for a person who is not a Best Buy worker and has or likely has COVID-19 under CDC guidance is as follows:

- It has been 5 days since they first felt sick or provided a sample that tested positive.
and
- They have had no fever for the last 24 hours, without using medicine that lowers fevers.
and
- They feel better. Their cough, shortness of breath, or other symptoms (except loss of taste and smell) are better. (Note: loss of taste and smell may persist for weeks after recovery and need not delay the end of isolation)

1.F Read Me

You do not have to quarantine because of this exposure alone, but you should *a/ways* wear a mask when you are around others until 10 days have passed from your last close personal contact. For example, you should not eat around others while at work. You should get tested for COVID-19 at least 5 days after your last close personal contact.

[Question 1 complete; Go to Question 2.A]



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Testing

2.A. Have you received a positive COVID-19 test result based on a sample taken within the past 10 days?

Answer: No [Question 2 complete. Go to Question 3.A]
Yes [Go to 2.B]

2.B. Have at least 7 days passed since you provided the sample that tested positive for COVID-19?

Answer: No [Fail Screening; hand employees “COVID-19 Resources for You” flyer]
Yes [Go to 2.C]

2.C. In the past 24 hours, have you felt feverish or had a fever at or above 100.4?

Answer: Yes [Fail Screening; hand employees “COVID-19 Resources for You” flyer]
No [Go to Question 2.D]

2.D. Have you taken fever-reducing medicine such as Tylenol or Advil at any point over the past 24 hours?

Answer: Yes [Fail Screening; hand employees “COVID-19 Resources for You” flyer]
No [Go to Question 2.E]

2.E. Have all of your COVID-like symptoms, other than loss of taste and smell, improved?

Answer: Yes, all symptoms have improved [Go to Question 2.F]
No, at least one symptom, other than loss of taste and smell, has stayed the same or gotten worse
[Fail Screening; hand employees “COVID-19 Resources for You” flyer]

Optional Explanation for Question 2.B – 2.E:

You are eligible to end isolation after 7 days have passed from the date you provided a sample that tested positive if:

- You have had no fever for the last 24 hours, without using medicine that lowers fevers.
- **and**
- You feel better. Your cough, shortness of breath, or other symptoms (except loss of taste and smell) are better.
(Note: loss of taste and smell may persist for weeks after recovery and need not delay the end of isolation)

2.F Read Me

You do not have to isolate, but you should *always* wear a mask when you are around others until 10 days have passed since you provided your sample that tested positive. For example, you should not eat around others while at work.

[Question 2 complete. **Skip** Question 3 and go to Question 4 “CDC COVID-19 Community Level”]

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Symptom Experience

3.A. Have you had any of the COVID-19 potential symptoms listed below within the past 10 days?

- Fever (temperature at or above 100.4 or feeling feverish) or chills
- Cough
- Shortness of breath or difficulty breathing
- Fatigue
- Muscle or body aches not related to strenuous exertion/exercise
- Headache
- New loss of taste or smell
- Sore throat
- Congestion or runny nose
- Nausea/vomiting
- Diarrhea

Answer: No [Question 3 complete; Go to Question 4]
Yes [Go to Question 3.B]

3.B After your symptoms started, did you provide a COVID-19 test sample and receive a negative (no COVID-19) test result?

Answer: No [Go to Question 3.D]
Yes [Go to Question 3.C]

3.C Have you had any new COVID-like symptoms after you provided the test sample that came back negative?

Answer: No [Go to Question 3.K]
Yes [Go to Question 3.D]

3.D. Has it been at least 7 days since your symptoms first appeared?

Answer: No [Go to Question 3.H]
Yes, my symptoms first appeared 7 or more days ago [Go to Question 3.E]

3.E. In the past 24 hours, have you felt feverish or had a fever at or above 100.4?

Answer: Yes [Go to Question 3.H]
No [Go to Question 3.F]

3.F. Have you taken fever-reducing medicine like Tylenol or Advil at any point over the past 24 hours?

Answer: Yes [Go to Question 3.H]
No [Go to Question 3.G]



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3.G. Have all of your COVID-like symptoms, other than loss of taste and smell, improved?

Answer: Yes, all symptoms have improved [Go to Question 3.K]
No, at least one symptom, other than loss of taste and smell, has stayed the same or gotten worse [Go to Question 3.H]

Optional Explanation for Question 3.D – 3.G:

If you have had symptoms of COVID-19, you should **stay home until all three of these things are true:**

- It has been 7 days since you first felt sick.
and
- You have had no fever for the last 24 hours, without using medicine that lowers fevers.
and
- You feel better. Your cough, shortness of breath, or other symptoms (except loss of taste and smell) are better.
(Note: loss of taste and smell may persist for weeks after recovery and need not delay the end of isolation)

3.H. Under CDC guidance, apparent COVID-19 vaccination side effects may not require an individual to isolate. Is it possible your symptoms are or were side effects from receiving a COVID-19 vaccine?

Answer: No [Fail Screening; hand employees “COVID-19 Resources for You” flyer]

Yes, or I Don’t Know –

3.H.1. Did the symptoms first appear within 3 days *after* your last shot?

No [Fail Screening; likely **not** vaccination side effects; hand employees “Simplified COVID-19 Support” flyer]
Yes [Go to Question 3.H.2]

3.H.2. Do you have any of the symptoms today?

No [Go to Question 3.J]
Yes [Go to Question 3.H.3]

3.H.3. Have the symptoms lasted longer than 2 full days?

No [Fail Screening; likely vaccination side effects; hand employees “COVID-19 Resources for You” flyer]
Yes [Fail Screening; likely **not** vaccination side effects; hand employees “COVID-19 Resources for You” flyer]

[No Question 3.I]

3.J Did these symptoms go away within 2 full days (48 hours) after they started?

Answer: Yes [Question 3 complete; Go to Question 4]
No, they lasted longer than two full days [Fail Screening; likely **not** vaccination side effects; hand employees “COVID-19 Resources for You” flyer]

3.K Read Me

You do not have to isolate, but you should *always* wear a mask when you are around others until 10 days have passed since your symptoms started. For example, you should not eat around others while at work. [Question 3 complete. Go to question 4].

4. CDC COVID-19 Community Level

READ THE FOLLOWING ONLY IF YOUR LOCATION HAS A COVID-19 COMMUNITY LEVEL OF “HIGH”. If not, or if your local authorities require that employees wear masks, or if you are in Montana and your Community Level is “High” (masks are required regardless of vaccination status in MT if “high”), skip 4 and go to Question 5.

4.A Our CDC COVID-19 Community Level is “High.” Best Buy recommends that all people wear masks. We do not require you to wear a mask if you are fully vaccinated and have received a booster shot if you’re eligible. Are you up to date on your COVID-19 vaccines?

Answer: Yes. I am up to date—I’m fully vaccinated and got a booster shot if eligible. [Question 4 complete. Go to Question 5]
No (fully vaccinated but haven’t gotten a booster even though eligible, partially vaccinated, not vaccinated). [Go to Question 4.B]

People are considered *fully vaccinated*:

- 2 weeks after their second dose in a 2-dose series, like the Pfizer or Moderna vaccines, or
- 2 weeks after a single-dose vaccine, like Johnson & Johnson’s Janssen vaccine

People who are fully vaccinated are *up to date* if they have received boosters when eligible. As a general rule, this is as follows:

- First booster:
 - 5 months after second Pfizer or Moderna shot
 - 2 months after Johnson & Johnson’s Janssen vaccine
- Second booster (for adults ages 50 or over):
 - At least four months after first booster

4.B Read Me

If you are fully vaccinated and have tested positive for COVID-19 in the past 90 days, you do not have to wear a mask—although Best Buy recommends that you do. If you are not fully vaccinated or have not tested positive for COVID-19 in the past 90 days, you must wear a mask at work. [Question 4 complete. Go to Question 5]

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Code of Ethics

5. Every decision. Every day.

Our Code of Ethics stresses the importance of maintaining a safe and healthy workplace. This health screening is just one of a suite of safeguards Best Buy has put in place to help ensure the health and safety of you, your colleagues, and our customers.

We want to be sure you understand the importance of these safeguards and your obligations. Please confirm the following:

- I have answered the questions of this health screening accurately.
- I do not have a fever of 100.4 or above or feel feverish, and I will confirm this if directed to do so at a facility.
- I will follow health-and-safety requirements as directed by my leadership including, but not limited to, wearing a face covering as directed.
- I will leave work if I start to feel sick.
- I understand that our Code of Ethics stresses the importance of raising questions or concerns, including those I may have regarding health and safety, and identifies multiple channels for me to do so.
- I will not retaliate against an individual who raises a concern in good faith.
- I understand that violations of our Code of Ethics, policies, safety protocols, or the law can result in disciplinary action, up to and including termination of employment.

Answer: Confirmed. I agree with the above. [Question 5 complete]
 I cannot confirm the above and will discuss with my leadership or Employee Relations. [Fail screening]

Leadership Only

Question 5: When using the [Code of Ethics Poster](#), instead of asking all sub questions of question 5 to employees, or a vendor, third-party labor, tenants, etc. leaders can ask the following abbreviated question.

- **Ask the Employee:** “Do you confirm that you have read the Code of Ethics posting in full and agree to it?”
- **Ask the Vendor, Visitor or Tenants:** “Do you acknowledge you have answered the health questions honestly and will follow all health and safety requirements as directed?”

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