

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 to take part in a daily health check upon arrival at work. Best Buy's COVID-19 self-health check is designed to apply the best-available public-health guidance to the question of whether or not an individual should be granted access to a facility or enter a customer's home. Completed through our Employee App, a website version, or an in-person questionnaire conducted by a leader at the point of entry, the health check is just one component of multiple layers of safeguards Best Buy has designed to help ensure the health of our employees and customers.

Employee responsibilities.

- All individuals will be asked to monitor their health symptoms and temperature before coming to work. If you are experiencing flu-like symptoms or have a fever, 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] or you can complete the health screening via the Employee App or online at BBY.me/screening.

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 (Note: Only BBY employees are currently eligible to request a COVID-19 test kit through the Testing Program):

Exposure

1.A. In the past 14 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).

1.B. Have you tested positive for COVID-19 (that you had the disease) within the past 90 days?

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

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1.C. After your last close personal contact with someone with COVID-19, did you order an Everlywell test kit through Best Buy and get a negative (no COVID-19) test result?

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

Note: Only Best Buy employees are eligible for the COVID-19 Testing Program and should receive the flyer if applicable.

1.D Under CDC guidance, fully vaccinated individuals don't have to quarantine after close personal contact. Were you fully vaccinated against COVID-19 when you had close personal contact in the last 14 days?

Answer: No [Fail Screening; hand COVID-19 Testing Program flyer]
Yes [Go to Question 2]

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

Testing

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

Answer: No [Go to Question 3]
Yes [Fail screening; **Do Not** hand COVID-19 Testing Program flyer] Call the Emergency Hotline at 1-855-229-4911 (choose option 4) to report it.

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)
- Cough
- Shortness of breath, difficulty breathing, or respiratory distress
- Chills (including repeated shaking with chills)
- Myalgias, muscle aches, or muscle pain not related to strenuous exertion/exercise
- Sore throat
- Nausea/vomiting
- Loss of or change to senses of taste or smell

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

3.B. After your symptoms appeared, did you order an Everlywell test kit through Best Buy and get a negative (no COVID-19) test result?

Answer: No [Go to Question 3.C]
Yes –

3.B.1. Have you experienced any new COVID-19 symptoms after you took the test sample (swab in nose) that came back negative?

No [Question 3 complete; Go to Question 4]
Yes [Go to Question 3.G]

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3.C. Has it been at least 10 days since your symptoms first appeared?

Answer: No [Go to Question 3.G]
Yes, my symptoms first appeared 10 or more days ago [Go to Question 3.D]

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

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

3.E. Have you taken fever-reducing medicine (e.g., Tylenol, Advil) at any point over the past 24 hours?

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

3.F. Have all of your COVID-like symptoms, other than loss of taste and smell, improved? (Note: loss of taste and smell may persist for weeks after recovery and need not delay the end of isolation).

Answer: Yes, all symptoms have improved [Question 3 complete; Go to Question 4]
No, at least one symptom, other than loss of taste and smell, has stayed the same or gotten worse [Go to Question 3.G]

Optional Question 3.C – 3.F Explanation:

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

- It has been 10 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.G. Under CDC guidance, apparent COVID-19 vaccination side effects may not require an individual to quarantine for 10 days from the onset of their symptoms. Is it possible your symptoms are or were side effects from receiving a COVID-19 vaccine?

Answer: No [Fail Screening; hand COVID-19 Testing Program flyer]
Yes, or I Don't Know –

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

No [Fail Screening; BBY employees are eligible to request a COVID-19 test kit; hand COVID-19 Testing Program flyer]
Yes [Go to Question 3.G.2]

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

No [Go to Question 3.H]

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Yes [Go to Question 3.G.3]

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

No [Fail Screening; likely vaccination side effects; hand COVID-19 Testing Program flyer]

Yes [Fail Screening; BBY employees are eligible to request a COVID-19 test kit; hand COVID-19 Testing Program flyer]

3.H 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; BBY employees are eligible to request a COVID-19 test kit; hand COVID-19 Testing Program flyer]

Vaccination Status – Only ask this Question if Fully Vaccinated Employees Can Choose Not to Wear a Face Covering Under Applicable State/Local Rules; otherwise Skip to Question 5.

4. Are you fully vaccinated for COVID-19?

- Yes
- No or I Prefer Not to Say

If Answers Yes:

- Face Covering is required only if:
 - Mandated by State or Local Rules;
 - If worker enters customer homes or businesses, when in customer homes or businesses;
 - If requested by a customer; or
 - Your work is subject to industry-specific guidelines requiring it.

- **Leader informs worker face covering is not required, unless in customer home/business or requested by customer or subject to industry-specific guidelines.**

If Answers “No” or “I Prefer Not to Say”:

- Face Covering is required at work under CDC guidance and Best Buy policy.
- **Leader instructs worker that face covering is required.**

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- 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



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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 self-health check 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 self-health check 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:** “Our Code of Ethics stresses the importance of maintaining a safe and healthy workplace, which includes answering health questions honestly and following all health and safety requirements as directed - do you confirm that you have read the 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?”

LAST UPDATED: May 18, 2021