

Nuclear FAQs regarding COVID-19 antibody testing
Issued Friday, May 1, 2020

What is the company doing?

NextEra Energy has secured a limited supply of COVID-19 antibody (AB) testing kits, which allow for testing of a small group of employees for the presence of certain COVID-19 antibodies. We are starting limited AB testing for critical groups who play an important role in the 24/7 nature of our operations.

The AB test measures the level of immunoglobulin G (IgG) and immunoglobulin M (IgM) antibodies in your blood. The presence of these antibodies means a person was exposed to the virus and developed antibodies against it, which may mean that the person has at least some immunity. AB testing may also indicate a potential COVID-19 infection.

Why am I being asked to take the test?

You've been identified as being part of a team that is essential to keeping the power on 24/7 for our customers and our communities. Our goal is to provide employees with the most accurate COVID-19 health information possible based on our testing capabilities. The health and safety of our team members continues to be our highest priority. In order to make the best decisions we can with respect to business continuity or in response to potential weather and hurricane conditions, it is important to have a base understanding of potential immunity or risk to exposure to ensure we keep everyone safe and healthy.

What is the COVID-19 screening consent form and waiver?

As with any medical test, there is a consent form that explains the purpose of the test, the test procedure, what the results may show, and what may be expected following the test. In addition, each testing patient also waives any claims against NextEra Energy, its medical providers and staff in connection with the testing.

Do I have to sign the consent form?

As with any medical test, your signature is required to acknowledge that you have been given information about the test and that you consent to the test and agree to the waiver. You may choose not to sign the consent form. However, given the current public health emergency, the Equal Employment Opportunity Commission has provided updated guidance that allows employers to test employees for COVID-19 before allowing them to enter into the workplace because infected employees "will pose a direct threat to the health of others." With this new guidance, the company may restrict an employee who declines to test from his or her work location.

What do AB tests measure?

AB testing can determine the presence of certain COVID-19 antibodies. The presence of certain COVID-19 antibodies means a person was exposed to the virus and developed antibodies against it, which may mean the person has at least some immunity. AB testing can also indicate a potential COVID-19 infection.

What is IgG and IgM?

The AB test measures the level of immunoglobulin G (IgG) and immunoglobulin M (IgM) antibodies in your blood.

- IgM antibodies usually are associated with the early onset phase of an infection (acute).
- IgM signifies that you may currently have the active disease in your system.

- IgG is generally associated with long-term immunity or reactivity towards a pathogen (chronic).
- IgG signifies that you may have some immunity to the disease.

It is important to note that the AB test is not a diagnostic test, so it cannot alone be used to diagnose COVID-19. If an AB test indicates that there may be a current COVID-19 infection, a polymerase chain reaction (PCR) test will be given to diagnose whether or not the person has COVID-19. It takes approximately 72-96 hours to receive PCR test results.

What do the test results mean?

- **Negative for both IgM and IgG:** Currently negative for COVID-19. Negative test results do not rule out COVID-19 infection because you may be in the early stages of COVID-19 with antibodies too low for the test to detect. You may be retested.
- **Positive for IgM only:** You may be in the early phase of COVID-19 (2-10 days). You will receive a PCR test to diagnose whether or not you have COVID-19.
- **Positive for both IgM and IgG:** You may be in the later phase of COVID-19 (11-24 days). You will receive a PCR test to diagnose whether or not you have COVID-19.
- **Positive for IgG only:** You are likely in the final phase of disease or you may have been previously exposed to COVID-19, possibly without symptoms. You may now be immune to the disease.

Results may show that an employee:

- Has certain COVID-19 antibodies and may have some level of immunity. (results: positive IgG, negative IgM)
- Has no COVID-19 antibodies and no indication of COVID-19 infection. (results negative IgG and negative IgM)
- Has some COVID-19 antibodies and may have some level of COVID-19 infection. (results: positive IgG and positive IgM)
- Or, has no COVID-19 antibodies but may have some level of COVID-19 infection. (results: negative IgG, positive IgM)

What happens if I test positive for antibodies (IgG)?

This result means that your body has developed some COVID-19 antibodies, meaning that you should have some level of immunity. It does not indicate that you currently have COVID-19. It does not mean that you need to seek medical attention or be quarantined. This information can be used to make decisions about how to best keep us all safe.

As always, the health and safety of our employees will be our top priority.

If I am positive for IgG, do I need to continue to be tested if I have immunity?

We now consider teammates immune for three months when they have three antibody tests in a row that show IgG only. We may ask some of these teammates if they would like to volunteer to get additional tests to help us better understand antibody levels. Others might need to be tested during that period if they become ill with symptoms consistent with COVID-19.

How are you going to use the information you collect?

This information can be used to make decisions about who can safely work in certain jobs or situations. We will use this information to ensure the safety of our employees, their families and customers.

This information will help us make decisions going forward about day-to-day staffing, business continuity, and use of other precautions and protection tactics such as continued use of face coverings and social distancing guidelines in certain groups. And, importantly, if COVID-19 infection rates increase or we have an emergency in addition to COVID-19, such as a hurricane or severe weather, this information will help us decide how to form teams, how to best keep our people healthy and how to ensure we're keeping the lights on for our customers.

Are testing results confidential?

The test results will be shared with the medical director and a limited number of people who will be working with your business unit to plan for the health and safety of our employees and provide for business continuity for our customers. Of course, you will also receive the results and you may share the information with anyone you choose.

What if I choose not to be tested?

Because you are in a critical operations function, testing is required. Updated guidance issued by the Equal Employment Opportunity Commission allows employers to test employees for COVID-19 before allowing them to enter into the workplace because infected employees "will pose a direct threat to the health of others." The well-being of our team members is our highest priority and we encourage everyone who is offered the testing to take it. If you decline to be tested, you should meet with your leader or HR given that not testing could put you, your family or your colleagues at additional risk. A refusal to test can be considered a refusal to work. As a result, an employee may be restricted from the work location and may be disciplined up to and including termination.

Will I be reimbursed for mileage if I have to travel from my normal work location to a testing site?

Yes, you will be reimbursed for mileage incurred to travel to a testing site other than your normal work location.

If I am required to be tested during a period when I am not scheduled to work, will I be paid for my time?

Yes, if you are required to be tested during an offshift period, you will be paid for your time.

Will this test be available for everyone on our team? Will it be available for everyone in the company?

At this time, there is a limited number of tests available. We are focusing on groups of people most critical to our operations.

If I want to get this test on my own, will the company pay for it?

If you are on a company sponsored medical plan, PCR and AB testing is covered at 100%.

What is the difference between the AB test and the PCR test?

A PCR test is a diagnostic nasal swab test that is administered by a medical professional and takes only a few seconds. It is used to detect the presence of the COVID-19 virus. PCR testing looks for the virus itself in the nose, throat or other areas in the respiratory tract to determine if there is an active infection. It takes around 72-96 hours to get results.

The AB test measures the level of IgG and IgM antibodies in your blood. When exposed to a virus, such as COVID-19, your body makes IgG and IgM antibodies to fight off and destroy the

virus. IgG antibodies may provide some level of immunity if you are later reexposed to the same virus. It takes about 30 minutes to get the results.

How reliable is the AB test?

The test is 98% accurate for the presence of antibodies and 86% accurate for the absence of antibodies. As a result, multiple AB tests will be needed to reduce the likelihood of false negative and false positive test results.

If I already had a PCR test, do I need to have this one?

Yes, the PCR test is used to diagnose COVID-19. The AB test may pick up some of the PCR test false negatives and is currently the only test to determine if you may have immunity.

I heard I need more than one test. Why?

Additional tests are required to proactively assess the possible presence of the virus and immunity. You may contract COVID-19 at any time and be asymptomatic. Also, it takes time for your body to build antibodies. If you are tested too soon after exposure, the test may not initially detect the antibodies but will several days later.

In addition, the test is 98% accurate for the presence of antibodies and 86% accurate for the absence of antibodies. As a result, multiple AB tests will be needed to reduce the likelihood of false negative and false positive test results.

What is considered close contact with someone who is positive for COVID-19?

- Being within six feet of the teammate for 15(+) minutes without wearing proper PPE.
- Using the same surface, including sharing tools and keyboards (without cleaning precautions between uses).
- Living in the same household.
- Being within six feet of someone who is sneezing or coughing.

What does the company consider a positive COVID-19 case?

- A positive case is determined by a PCR test result.
- The AB test is not a diagnostic test, so it cannot alone be used to diagnose COVID-19. If an AB test indicates positive IgM, this will help us identify the need for a PCR test, but the AB test will not be deemed a positive COVID-19 case.

Can my family get tested through this program?

At this time, we are offering the test to employees who are essential to the 24/7 nature of our operations.