

approved or available alternative products. For any products made available under an EUA, the Secretary of Health and Human Services must review the scientific evidence and determine whether the product is safe and effective. In this case, the FDA has approved the over-the-counter BinaxNOW Antigen Self-Test with an EUA.

**Why am I in the antigen testing program?**

You've been identified as not being fully vaccinated, and therefore, are required to participate in an ongoing COVID-19 antigen testing screening protocol to ensure the ongoing health and safety of our teammates, which continues to be our highest priority. As part of providing a safe and secure workplace for our employees and 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 infection in order to ensure we keep everyone safe and healthy.

**Who do I contact if I believe I've been entered into the antigen testing program by mistake?**

If you believe you have been entered into the antigen testing program by mistake, i.e., have been fully vaccinated and have self-reported in HR4U, please contact [NEE-TESTING-PROGRAMS@nexteraenergy.com](mailto:NEE-TESTING-PROGRAMS@nexteraenergy.com)

**What if I choose not to be tested?**

Because you are not fully vaccinated according to HR4U self-reported data, 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 to ensure a safe and secure workplace for all employees we encourage everyone who is offered the testing to take it. If you decline to be tested, you should meet with your leader or human resources given that not testing could put you 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.

**At what point do I no longer have to take the antigen tests?**

Those who take the two doses of Moderna or Pfizer vaccine or the one dose of the Johnson & Johnson Janssen vaccine (two weeks have passed since the final dose) and have self-reported in HR4U with the appropriate documentation are considered fully vaccinated and therefore do not have to continue the testing protocol.

**What is the new antigen testing protocol?**

The antigen testing protocol includes a twice per calendar week self-test, with at least 36 hours in between each weekly test using the COVID-19 BinaxNOW Antigen test.

**How will I receive the antigen testing kits?**

The company began shipping the test kits through UPS to your home address that is listed on file in HR4U the week of June 7. Deliveries will be ongoing with each delivery containing 6 weeks of test kits (12 tests).

**Once I receive my tests kits, are there certain requirements for how I store them?**