



COVID-19 Testing and Vaccines: Frequently Asked Questions (FAQ)

Updated 10.09.20 | Updates in [blue](#).

Will the company be providing free vaccines to us when they are available?

We are working with health officials around the world to help ensure our employees have access to vaccines with an emphasis on essential workers at our manufacturing plants, in other critical roles such as security at our facilities or those who are required to travel. We will then use data-driven insights about higher risk areas and other factors to inform further prioritization if needed. Importantly, anyone can seek being vaccinated outside Ford sponsored effort. The U.S. government has committed to offer all Americans the COVID-19 vaccine at no cost, with other governments planning similar efforts with details such as costs expected later.

How will the company administer the vaccines?

We expect that our partner who manages flu shots also will lead distribution and administration of COVID-19 vaccines, including ensuring proper storage for those that require special handling such as refrigeration. We will have much more to share in the coming weeks as the world prepares for this unprecedented health response.

Once a vaccine is available, do I have to have the shots to return to Ford facilities?

We are still working through how potential vaccines will affect our return-to-work playbook and will provide more information as we learn more about their effectiveness.

Should I also get a Flu shot? Does the timing of when I get a Flu shot matter? Will the two conflict in any way?

Flu shots are strongly recommended as in past years. It is also strongly recommended that everyone get a flu shot as soon as possible to lower the risk of contracting the flu, since flu symptoms could be confused with COVID-19 symptoms. It will also simplify COVID-19 vaccine distribution process if the majority of flu shots have been administered prior to COVID-19 vaccine availability. Ford health plans will cover COVID-19 vaccines when available.

Can I contract COVID-19 from a vaccine?

Similar to flu shots, you cannot contract the COVID-19 virus from the vaccine.

Can we be confident with the shots since some countries are using unproven vaccines and some are rushing to approve vaccines ahead of the U.S. election?

Ford's approach is to let the science dictate when a safe and effective vaccine is ready for our team. We suggest you consult with Ford's medical staff or your personal doctor if you have concerns.

What vaccines hold the most promise and how close are they to being approved?

There are more than 100 vaccine candidates being tested around the world, as well as medicines that can lessen the effects of the virus in infected people. Here is the status of a handful of some of the key vaccine candidates:



- **Moderna and BioNTech-Pfizer-Fosum Pharma:** These genetically modified vaccine candidates are in Phase 3 testing – the largest and final stage of study – with the U.S. government awarding the companies funding to mass-produce doses if the FDA approves the vaccines as safe and effective.
- **Johnson & Johnson-Beth Lahey Israel Health:** Combines material from the coronavirus with a modified common virus (called the adenovirus approach) and began Phase 3 testing in September with U.S. government committing funding for mass production if FDA approved.
- **AstraZeneca / University of Oxford:** Also using the adenovirus approach, Phase 2/3 trials started in England and India, as well as Phase 3 trials in Brazil, South Africa and the United States.

You can find much more about vaccines [here](#).

What is Ford doing to support COVID-19 testing for Ford employees?

Ford Motor Company has secured contracts in four key metro areas to quickly test hourly and salaried employees in those areas with suspected COVID-19 symptoms: Southeast Michigan, the Louisville, Ky., area, the Kansas City area and the Chicago area – and plans to further expand testing to additional locations.

Tests results will be provided to employees and Ford, with your permission, quickly – with a goal of within 24 hours – helping stop the spread of COVID-19. The plan to quickly test and identify employees with COVID-19 is the most recent in a host of safety and care measures in place at Ford to support a safe and healthy environment for the company's workforce, including health assessment measures, personal protective equipment and facility modifications to increase social distancing.

What should I do if I am a Ford employee working on-site at a Ford facility and I have a fever or other suspected COVID-19 symptoms?

If you are a Ford employee working on-site at a Ford facility – excluding locations outlined – and you have a fever or other suspected COVID-19 symptoms, you should return home, monitor your symptoms and contact your local healthcare provider. To find a testing facility near you, click [here](#). You do not need to contact Ford prior to accessing testing.

Ford health plans will cover the full cost of coronavirus testing when prescribed by a provider following CDC guidelines. This means that covered individuals will not be responsible for the cost of testing. Prior authorization for testing is also not required.

If you test positive for COVID-19 and are on recommended isolation, you will not be permitted to work on Ford premises and your facility access will be suspended. Report a confirmed case of COVID-19 via the banner on the [Life@Ford](#), @FordOnline COVID-19 navigation menu or by visiting: liffeatford.com/en-US/coronareporting/. If you have access issues, contact corona19@ford.com.

What should I do if I am a Ford employee working from home and I have a fever or other suspected COVID-19 symptoms?

If you are a Ford employee working from home and you have a fever or other suspected COVID-19 symptoms, you should contact your local healthcare provider. To find a testing facility near you, click [here](#). You do not need to contact Ford prior to accessing testing.



Ford health plans will cover the full cost of coronavirus testing when prescribed by a provider following Centers for Disease Control and Prevention (CDC) guidelines. This means that covered individuals will not be responsible for the cost of testing. Prior authorization for testing is also not required. For information about COVID-19 treatment coverage under Ford health plans, see **question 13**.

Report a confirmed case of COVID-19 via the banner on the [Life@Ford](#), @FordOnline COVID-19 navigation menu or by visiting: liffeatford.com/en-US/coronareporting/. If you have access issues, contact corona19@ford.com.

What should I do if I am an agency partner, supplier or other external partner to Ford and I have a fever or other suspected COVID-19 symptoms?

If you are an agency partner, supplier or other external partner to Ford, you work on-site or visit a Ford facility and have a fever or other suspected COVID-19 symptoms, you should return home, monitor your symptoms and follow your company guidelines for testing.

If you test positive for COVID-19 and are on recommended isolation, you will not be permitted to work on Ford premises and your facility access will be suspended. Agency staff working on-site may report a confirmed case of COVID-19 via the banner on the [Life@Ford](#), @FordOnline COVID-19 navigation menu or by visiting: liffeatford.com/en-US/coronareporting/. If you have access issues, contact corona19@ford.com. Purchased service or contractor employees can report a confirmed COVID-19 case to their Ford Supervisor.

What kind of testing is Ford providing with health care partners? How is it different than antibody testing?

Ford is focusing on polymerase chain reaction (PCR) testing, which identifies if someone has an active infection. PCR tests are used to detect the presence of viral RNA, not the presence of the antibodies, which are the body's immune response.

Where can I receive testing dependent on where I live?

- In Southeast Michigan, employees who exhibit symptoms associated with COVID-19 will receive a prescription for testing from Ford's onsite doctors. This prescription allows employees to receive testing through Beaumont Health-Dearborn location
- In Louisville, employees who exhibit symptoms of COVID-19 will be advised to schedule a telemedicine appointment with University of Louisville (UofL) Health. The UofL Health provider can then write a prescription for COVID-19 testing if necessary. Testing will be done through UofL Health
- In the Kansas City area, employees who exhibit symptoms associated with COVID-19 will receive a prescription from Ford's onsite doctors for testing. They can then access a drive-through testing site at Liberty Hospital
- In the Chicago area, Ford will advise employees who suspect or exhibit symptoms of COVID-19 to call the COVID number of the University of Chicago Medical Center and University of Chicago Medicine-Ingalls Memorial Hospital. After a phone screening, they will be given a same day appointment for COVID-19 testing when appropriate
- In Ohio, employees who exhibit symptoms associated with COVID-19 will be provided direct referrals to the Fever Clinics at University Hospitals. The University Hospitals clinics located in Avon and Brook Park will evaluate those employees for potential COVID-19 and provide testing when appropriate.



- You also can find outside testing sites at national or local government websites. For example, in the U.S. you can visit the U.S. Department of Health and Human Service's site [here](#) to find no-cost testing sites closest to you.

Tests results will be provided to employees and Ford, with your permission, quickly – with a goal of within 24 hours – helping stop the spread of COVID-19. The plan to quickly test and identify employees with COVID-19 is the most recent in a host of safety and care measures in place at Ford to support a safe and healthy environment for the company's workforce, including health assessment measures, personal protective equipment and facility modifications to increase social distancing.

If you work on-site at one of the above locations and you develop a fever or other suspected COVID-19 symptoms outside of normal working hours, you should monitor your symptoms and contact your local health care provider.

If you test positive for COVID-19 and are on recommended isolation, you will not be permitted to work on Ford premises and your facility access will be suspended.

Are testing and self-quarantining mandatory?

They are not mandatory but strongly encouraged, which is why we are working with medical partners with a goal of turning around tests within 24 hours. Employees on recommended self-quarantine are not permitted to work on Ford premises and will have facility access suspended until you confirm a negative test and are symptom-free.

How do I qualify for the testing?

If an employee has suspected COVID-19 symptoms, they will be pointed to a Ford doctor to conduct a telemedicine doctor's appointment or to conduct a phone screening in which the doctor will write a prescription for COVID-19 testing if necessary.

Shouldn't I be using my primary care physician?

You are encouraged to contact your health care provider if you have a fever or other symptoms of COVID-19 even if your test was negative.

How quickly will I get the results, and will Ford be notified, as well?

In all locations, the goal is to have results available within 24 hours. Ford physicians will be notified of the results of [Ford-directed](#) testing that was ordered by them through a prescription you provide the testing location. In cases where the testing is ordered by the health care system (UofL Health, University of Chicago-Ingalls, [University Hospitals and Lima Memorial](#)), the employees will be asked to sign a release of information form allowing the test results to be shared with the health care providers at Ford. Testing results will be simultaneously shared with Ford doctors to quickly identify others who were in close contact with infected employees and immediately have them self-quarantine for 14 days.

Is testing covered by my insurance?

Testing that is prescribed by Ford and conducted at one of the health care facilities above will be covered by Ford. All other testing should be billed to your health plan.

What happens if one of my coworkers' tests positive for COVID-19? Will I be informed?



Ford will quickly identify others who were in close contact with infected employees, without providing to them the identity of infected employee, and immediately have those employees self-quarantine for 14 days.

Who can use the testing benefit that was announced? How do I go about obtaining a test?

All Ford hourly and salaried employees with suspected COVID-19 symptoms [in the six locations above](#) will be able to use the testing benefit.

Are agency and other partners or suppliers included in this testing?

No, our partners who work at or visit Ford facilities should work with their doctors and follow their own company guidelines for testing if they exhibit symptoms associated with COVID-19. As with employees, partners on recommended self-quarantine are not permitted to work on Ford premises and will have facility access suspended until [they](#) confirm a negative test and are symptom-free.

Should all employees be tested before returning to work, and retested more frequently?

Only employees who are exhibiting symptoms of COVID-19 infection should undergo PCR testing. PCR test [turnaround is](#) presently not fast enough, and PCR test kits are not available at the scale required to test every employee, every day.

How will my testing results be kept private and confidential?

Your [Ford-directed](#) testing results will be received and stored securely, and only be shared with Ford Medical, HR and Operations to the extent needed to:

- Assist Ford in managing the COVID-19 outbreak
- Help ensure that we take all necessary measures and precautions to protect the health and safety of our personnel, others and our workplaces
- Satisfy legal obligations including public safety and employment requirements
- Enable us to take steps to limit the spread of COVID-19
- And perform business purposes such as providing building access, submitting a COVID-19 report to Ford's [Coronavirus \(COVID-19\) Reporting Site](#), and processing your absence, as needed

If you test positive, and we need to notify co-workers of their contact with an infected person, we will do so without identifying you. For more information, including about Ford's Coronavirus (COVID-19) Reporting Site and related activities, please visit our COVID-19 Response Privacy Policy, available on the **U.S. Hourly Online** website and [Life@Ford](#).

What is a serology test?

Serology tests detect antibodies that begin to build after infection. This test detects if you have been previously exposed to the virus. Regarding [serology or](#) antibody tests, it is not yet known how long, or even if, the presence of COVID-19 antibodies provides immunity or prevents reinfection.

There are a lot of articles about new tests emerging from various labs and universities. Are we considering any of these?

We are comprehensively scanning numerous scientific activities and are ready to act if we see opportunities to strengthen our testing protocols even further.

When will something similar be put in place in other states like California?



Ford Medical continues to work on agreements with hospitals located near our most highly populated locations.

What is China doing for testing and what are we learning from that?

Testing is large scale and widely available in China. We have worked closely with local authorities in our major locations. We have asked all employees returning from hotspots to provide proof of a negative test after they complete a mandatory two-week quarantine. Employers have not been administering tests with private labs independent from authorized testing centers and hospitals.

How is testing being done in Europe?

For the most part, PCR testing is provided by local health authorities with priority given to the general population. Also, ample testing is available in areas where we have operations. There are variations across countries, including some that offer testing on a voluntary basis while Germany requires a reason for testing. Importantly, European infection rates are at a relatively low level and continue to trend downward.

How is testing being done in Mexico, South America and IMG?

- In Mexico, Brazil, Argentina, Chile, Peru and Colombia: Employees who exhibit symptoms associated with COVID-19 will receive a prescription for testing from Ford's onsite doctors. This prescription allows employees to receive testing through pre-selected private hospitals/laboratories in all locations. With turnaround for testing results of less than 48 hours.
- In Venezuela: Employees who exhibit symptoms associated with COVID-19 will be referred to the government health system for assessment and receive testing through the national health care hospital or laboratory. Test result turnaround is more than 72 hours.
- In India, South Africa, Philippines and UAE: Employees who exhibit symptoms associated with COVID-19 will receive a prescription for testing from Ford's onsite doctors. This prescription allows employees to receive testing through pre-selected private hospitals/laboratories in all locations, with turnaround for test results of less than 48 hours.
- In Thailand, South Korea, Vietnam, Australia, New Zealand, Saudi Arabia, Morocco and Israel: Employees who exhibit symptoms associated with COVID-19 will be referred to the government health system for assessment and receive the testing through the national health care hospital or laboratory. Test results turnaround between 24-48 hours.

I was tested and the result came back negative. Does that mean I can now come back to work despite having a fever?

No, a negative PCR test means you did not have the virus at the time of your test. You can contract the virus after a negative PCR test. If you develop any symptoms, including fever, you should contact your health care provider and not return to work. Besides COVID-19, you could have the flu or another virus.

If I get tested will I need to be tested again? How often?

PCR testing reveals whether you have a COVID-19 infection at the time of the testing. If you develop symptoms of COVID-19 again after you have recovered, you may need to be tested again, based on a health care provider's recommendation, to determine if you have been re-infected.

Will the hospital I get tested at send my test results back to Ford?

In locations where the test was ordered by a Ford physician, through a prescription you take to the testing center, the results will be sent to the ordering Ford physician. In some locations, such as UofL Health,



University of Chicago-Ingalls, [University Hospitals and Lima Memorial](#), the employee will be asked to sign a release of information to allow the test results to be shared with the Ford physician.

How is the Ford X project I read about in the news related to the testing program for our employees?

The Ford X testing project in coalition with Wayne State University, University Physician Group and ACCESS is providing testing for first responders, essential workers and at-risk community members across Michigan.

Can I get tested by the Ford X van if I live in the area they are serving? Will these test results flow back to Ford?

If an employee has suspected COVID-19 symptoms, they will be pointed to a Ford doctor to conduct a telemedicine doctor's appointment or to conduct a phone screening in which the doctor will write a prescription for COVID-19 testing if necessary. The Ford X program is targeted toward first responders, essential workers and at-risk community members, and is not directly linked to the employee testing program.

Is coronavirus treatment covered by my health plan?

Ford health plans will cover coronavirus treatment in the same way as other medical services. This means that employees are responsible for the normal cost sharing requirements according to the plan rules, such as deductible, coinsurance, or copayments.