

As the spread of COVID-19 continues, we are continuously evaluating the situation and working to maintain a safe and healthy work environment. A major component of the Pandemic Response Plan involves the separation of healthy employees from those who may be potentially exposed to COVID-19 or those who are sick.

The Centers for Disease Control and Prevention and The World Health Organization have provided guidance related to the known exposure risk factors associated with SARS-CoV-2 based on scientific evidence and epidemiological data related to the transmission rate and community spread. The need to self-quarantine or self-isolate will be based on the presence or absence of these exposure risk factors.

In certain cases, Entergy needs to be made aware of suspected and known cases of COVID-19 in our employees and contractors. Guidance on reporting requirements and returning individuals to work will be provided for each specific case.

DEFINITIONS

COVID-19: The abbreviation for Coronavirus Disease 2019, which is caused by SARS-CoV-2.

SARS-CoV-2: The novel coronavirus that causes COVID-19.

Close Contact: Being within 6 feet, for more than 15 cumulative minutes over a 24-hour period, of a person with symptomatic COVID-19 during the period from 48 hours before symptom onset until the person meets the criteria for discontinuing home isolation – OR – a person who has tested positive for COVID-19, but is asymptomatic, during the period of 48 hours before the date of specimen collection until the person meets the criteria for discontinuing home isolation. See [Appendix A](#) for additional information and clarification.

Person with Symptomatic Covid-19: A person who exhibits symptoms compatible with COVID-19 - OR - a person who tested positive for COVID-19 and developed symptoms.

Isolation: The separation, or restriction of activities, of an ill person with a contagious disease from those who are well. Isolation is used to separate sick people from healthy people.

Quarantine: The separation, or restriction of activities, of a person potentially exposed to a contagious disease, but not yet symptomatic, from others who have not been exposed. Quarantine is used to keep someone who might have been exposed to COVID-19 away from others.

Social Distancing: Also called “physical distancing,” means keeping space between yourself and other people (except those who live in your home). To practice social or physical distancing:

- Stay at least 6 feet from other people.
- Do not gather in groups.
- Stay out of crowded places and avoid mass gatherings.

Face Covering (neck gaiter, cloth mask, etc.): Cloth covers that are intended to keep the wearer from spreading respiratory secretions when talking, sneezing or coughing (source control).

Face Mask: Face masks can be used to protect individuals from others respiratory droplets as well as contain the wearer’s respiratory droplets from being released (droplet protection and source control).

Respirator: A respirator is a personal protective device that reduces the wearer’s risk of inhaling hazardous airborne particles (including dust particles and infectious agents), gases or vapors. Respirators are certified by NIOSH.

COVID-19 SYMPTOMS

The most common symptoms of COVID-19 are reportedly **fever (>100.4°F)**, **cough (usually dry)**, and **shortness of breath or difficulty breathing**. COVID-19, seasonal flu, the common cold, and seasonal allergies all share some common symptoms. The [Symptom Comparison Table contained in Appendix B](#) may be helpful in terms of trying to identify (or rule out) your potential illness, based on the symptoms you are experiencing (see important disclaimer below table).

COVID-19 EXPOSURE RISK FACTORS

Exposure risk factors are characteristics or conditions that increase the likelihood of exposure or developing a disease. Exposure risk factors associated with infectious diseases are related to the likelihood of an infected individual transmitting the disease to a healthy individual.

With COVID-19, there are several cases in which an individual has a higher probability of being infected; therefore, having a higher likelihood of transmitting SARS-CoV-2 to other individuals. By managing these cases, the exposure risk to healthy individuals is minimized.

The exposure risk factors for healthy (unexposed) employees and contractors in the workplace are:

- 1) An individual who exhibits symptoms compatible with COVID-19.
- 2) An individual who tested positive for COVID-19.
- 3) An individual who has a household member that tested positive for COVID-19 or exhibited symptoms compatible with COVID-19.
- 4) An individual who had an interaction that meets the definition of close contact.
- 5) An individual, or a household member, who has returned from international travel, or a cruise.

CASE MANAGEMENT AND REPORTING GUIDELINES

Case management can be defined as the process of coordinating activities, procedures, services and support systems designed to optimize the wellbeing of a person. Entergy’s COVID-19 case management process addresses the impact of an illness on a sick individual and includes measures to help minimize the spread of COVID-19 to others.

Each case (or situation) describes the actions an employee, contractor or supervisor may need to take, decision points that help guide them through the process, information regarding the various reporting requirements and when the individual can return to work.

Under certain circumstances, state and federal laws require prompt action to be taken when an employee reports an illness such as COVID-19. Supervisors, or other Entergy employees, may need to gather specific information related to an employee’s personal medical information and activities the employee may have participated in outside of the workplace. This information may be needed when an illness is initially reported or through follow-up inquiries. Entergy will maintain all such information as strictly confidential and will not share it except as required by law.

CASE 1: Employee or contractor exhibits symptoms compatible with COVID-19.

- When exhibiting symptoms compatible with COVID-19, as outlined in [Entergy's COVID-19 Self-check and Screening Guide](#), the individual is required to contact their immediate Entergy supervisor and discuss the need to self-isolate until their illness has resolved.
 - If the individual was at work when exhibiting symptoms compatible with COVID-19, the supervisor must follow the [COVID-19 Sick at Work Guidance](#).
- The individual or their supervisor must contact the Employee Support Center at 844-387-9675 or online through the [ServiceNow Portal](#) to report they are exhibiting symptoms compatible with COVID-19 and are being sent home to self-isolate.
- **If the individual does not get tested** for COVID-19, they must remain off Entergy property and continue to self-isolate, until they have met the criteria outlined in [case two, option two below](#).
- **If the individual does get tested**, they or their supervisor must contact the Employee Support Center at 844-387-9675 or online through the [ServiceNow Portal](#) to report they are being tested for COVID-19.
 - **Mississippi Only:** Based on Mississippi State Department of Health guidance, if an individual is tested for COVID-19 because a healthcare provider suspects they have it, they are required to immediately self-isolate until the test results return.
 - The individual or their supervisor must contact the Employee Support Center with the results of the test once received, positive or negative.
 - If the test result is negative, the individual will be required to remain off Entergy property until they are fever-free for at least 24 hours (48 hours if in Mississippi), without the use of fever-reducing or other symptom-altering medicines.
 - If the test result is positive, they are required to follow the guidance in case two below.

For Individuals Getting Vaccinated

Systemic signs and symptoms, such as a fever, fatigue, headache, chills, myalgia (muscle pain) and arthralgia (joint pain) can occur following COVID-19 vaccination and typically resolve within 1-2 days of onset.

Because systemic post-vaccination signs and symptoms might be challenging to distinguish from signs and symptoms of COVID-19 (or other infectious diseases), the following applies to individuals who have received a COVID-19 vaccine:

- Individuals that develop systemic post-vaccination signs and symptoms within three days (including day of vaccination, which is considered day one) **will not be required** to self-isolate if all of the following statements are true:
 1. They have **not** had a close contact within the past two weeks.
 2. They do **not** have a fever.*

3. Their systemic signs and symptoms are limited only to those typically observed following COVID-19 vaccination (i.e., they do not have other signs and symptoms of COVID-19 including cough, shortness of breath, sore throat or change in smell or taste.)

*If the individual does have a fever, but the other two statements are true, the individual will be required to remain off Entergy property until they are fever free for at least 24 hours (48 hours if in Mississippi), without the use of fever-reducing or other symptom-altering medicines.

CASE 2: Employee or contractor tests positive for COVID-19.

- The individual is required to self-isolate (or continue self-isolating).
- The individual is required to contact their immediate Entergy supervisor.
- The individual or their supervisor must contact the Employee Support Center at 844-387-9675 or online through the [ServiceNow Portal](#) to report they have tested positive for COVID-19.
- **Return to work information:** The individual must remain off Entergy property until they have met the conditions in one of the following options:

For Individuals with Symptomatic COVID-19 Under Self-isolation

Option 1 (symptomatic test-based strategy)

The individual may discontinue self-isolation if **ALL** three of the following conditions are met:

1. Resolution of fever without the use of fever-reducing medications; **AND**
2. Other symptoms have improved (e.g., cough, shortness of breath); **AND**
3. Negative results of an FDA Emergency Use Authorized COVID-19 molecular assay for detection of SARS-CoV-2 RNA from at least two consecutive respiratory specimens collected ≥ 24 hours apart* (total of two negative specimens).
 - **Mississippi Only:** Based on Mississippi State Department of Health guidance, individuals who tested positive for COVID-19 cannot use Option 1. They must follow Option 2 if they were symptomatic.
 - If local testing capabilities do not allow for the criteria in Option 1 to be met, individuals can use Option 2 below.

Option 2 (symptom-based strategy)

The individual may discontinue self-isolation without taking a COVID-19 test if **ALL** three of the following conditions are met:

1. At least 24 hours have passed since resolution of fever without the use of fever-reducing medications; **AND**
2. Other symptoms have improved; **AND**

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3. At least five days have passed since symptom onset.
 - **Health Care Provider Extension of Recovery:** Individuals with severe illness may be infectious beyond five days and may be ordered by their health care provider to extend the duration of self-isolation up to 20 days after symptom onset.
- *Individuals must continue to wear a face covering when around others for five days following the end of their self-isolation.

For Individuals Asymptomatic but Tested Positive for COVID-19 and are Under Self-isolation

Option 3 (asymptomatic time-based strategy)

The individual with laboratory-confirmed COVID-19 who has not had **ANY** symptoms, may discontinue self-isolation if **BOTH** of the following conditions are met:

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1. At least five days have passed since the date of the first positive COVID-19 diagnostic test, **AND**
 2. Symptoms did not appear.
- *Individuals must continue to wear a face covering when around others for five days following the end of their self-isolation.

Option 4 (asymptomatic test-based strategy)

The individual with laboratory-confirmed COVID-19 who has not had **ANY** symptoms, may discontinue self-isolation if the following condition is met:

- Negative results of an FDA Emergency Use Authorized COVID-19 molecular assay for detection of SARS-CoV-2 RNA from at least two consecutive respiratory specimens collected ≥ 24 hours apart* (total of two negative specimens).
- **Mississippi Only:** Based on Mississippi State Department of Health guidance, individuals who tested positive for COVID-19 cannot use Option 4. They must follow Option 3 if they were asymptomatic.

NOTES:

- *Before returning to work after self-isolation, the individual must contact their immediate Entergy supervisor and the individual or supervisor must contact the COVID-19 Triage Team in order to close the case.*
- *Following recovery from COVID-19, some individuals may experience lingering effects from the illness, such as loss of smell or difficulty breathing. Therefore, before returning to work following self-isolation, individuals must notify their immediate supervisor if they are experiencing lingering effects from COVID-19 that may affect or impact their ability to safely*

perform their assigned job duties or otherwise satisfy NRC licensures or other license/qualifications or regulatory requirements (e.g. inability to use a respirator due to difficulty breathing, inability to detect the presence of hazardous chemicals or meet NRC licensure requirements due to loss of smell, etc.).

- *Based on CDC guidance, if a person who has recovered from COVID-19 (both symptomatic and asymptomatic) tests positive for COVID-19 within 90 days following the initial onset of symptoms or first positive viral test (if they were asymptomatic during the initial infection), as long as the person remains asymptomatic, the result more likely represents persistent shedding of viral RNA rather than reinfection and the test result should be considered a false positive; therefore, the person will **not** be required to self-isolate.*
- *All test results should be final before isolation is ended. Testing guidance is based upon limited information and is subject to change as more information becomes available.*
- *The criteria for discontinuing self-isolation may be modified based on local circumstances. In the event state or local health authorities modify the criteria for discontinuing self-isolation, employees and contractors are required to follow the local guidance provided by their physician or health care professional.*

Case 3: Employee or contractor has a household member who tested positive for COVID-19 or exhibited symptoms compatible with COVID-19 – OR – had an interaction that met the definition of close contact.

- The individual is required to contact their immediate Entergy supervisor.
- Based on the individual’s status, they are required to follow the required actions described in the following table:

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STATUS	REQUIRED ACTIONS
<p>If the individual:</p> <p>Has received their booster shot</p> <p>OR</p> <p>Has completed the primary series of Pfizer or Moderna vaccine within the last <u>six months</u></p> <p>OR</p> <p>Has completed the primary series of J&J vaccine within the last <u>two months</u></p>	<p>Wear a face covering when around others for 10 days.</p>

STATUS	REQUIRED ACTIONS
<p>If the individual:</p> <p>Has completed the primary series of Pfizer or Moderna vaccine over six months ago and has not received a booster shot</p> <p>OR</p> <p>Has completed the primary series of J&J over two months ago and has not received a booster shot</p> <p>OR</p> <p>Is unvaccinated</p>	<p>Self-quarantine for five days and wear a face covering for five days following the end of self-quarantine</p>

- The individual or their supervisor must contact the Employee Support Center at 844-387-9675 or online through the [ServiceNow Portal](#) to report the close contact, required actions, if self-quarantine is required and the date their self-quarantine started.
- The individual should continue to monitor their health daily, using the [Entergy COVID-19 Self-check and Screening Guide](#), which can be found on the Entergy COVID-19 SharePoint site.
- The individual must remain off Entergy property until they have reached their self-quarantine end date and confirm they were performing the daily Self-check and did not exhibit symptoms compatible with COVID-19 at **ANY** point during their self-quarantine.

NOTES:

- *Based on CDC guidance, persons who previously tested positive for COVID-19 (both symptomatic and asymptomatic) who remain asymptomatic after recovery, and have close contact with another infected individual within the three months following their initial onset of symptoms or first positive viral test (if they were asymptomatic during the initial infection) will **not** be required to self-quarantine.*
- *In order to avoid resetting the quarantine period, employees caring for a household member should follow the CDC guidance for [caring for someone at home](#).*
- *Before returning to work after self-isolation, the individual must contact their immediate Entergy supervisor and the individual or supervisor must contact the COVID-19 Triage Team in order to close the case.*
- *When **determining return to work date**, the counting of days begins on the date of the last close contact or positive test result and the self-quarantine or self-isolation ends on the date the counting ends. Therefore, the return to work date is the next day. For example: If the close contact occurred on the 1st, self-quarantine would end on the 5th and the individual can return to work on the 6th.*

- *Employees or contractors who feel well enough to work and can telecommute may do so while continuing to self-quarantine.*
- *Entergy employees asked to self-quarantine or self-isolate should refer to [system policy on attendance and absenteeism](#) for instructions on how to code time.*
 - *You should record any quarantine time during scheduled work hours as absence for compelling reasons. If you do not have sufficient APCR, you should utilize vacation for any remaining or subsequent quarantine time.*

Appendix A

CLOSE CONTACT BACKGROUND INFORMATION

The term close contact is used in infectious disease management during the contact tracing process. The definition of close contact can vary based on the characteristics of the infectious agent, the predominant modes of transmission and the degree of community spread. It's used in the determination of potentially exposed individuals and the need to self-quarantine. Like the overall exposure assessment process, the determination of close contact is a measure of exposure risk; and therefore, the same principles can be applied.

The CDC, WHO and other public health organizations have provided various definitions for close contact. They are all similar in that they are based on the known exposure risk factors; but vary in the amount of detail each definition provides.

The current CDC definition for close contact is:

Close Contact: Being within 6 feet, for more than 15 cumulative minutes over a 24-hour period, of a person with symptomatic COVID-19 during the period from 48 hours before symptom onset until the person meets the criteria for discontinuing home isolation – OR – a person who has tested positive for COVID-19, but is asymptomatic, during the period of 48 hours before the date of specimen collection until the person meets the criteria for discontinuing home isolation.

The current WHO definition for contact (same as CDC's close contact) is:

1. *Face-to-face contact with a probable or confirmed case (while symptomatic) within 1 meter (3 feet) and for more than 15 minutes; or*
2. *Direct physical contact with a probable or confirmed case.*

The current European Centre for Disease Prevention and Control definition for close contact is:

- *A person living in the same household as a COVID-19 case; or*
- *A person having had direct physical contact with a COVID-19 case (e.g. shaking hands); or*
- *A person having unprotected direct contact with infectious secretions of a COVID-19 case (e.g. being coughed on, touching used paper tissues with a bare hand); or*
- *A person having had face-to-face contact with a COVID-19 case (while symptomatic) within 2 meters (6 feet) and > 15 minutes.*

The CDC, WHO and other public health organizations acknowledge the limitations of their definitions and have stated that they may need to be adjusted depending on the local epidemiological situation and other factors.

To improve the close contact determination process, decisions will be made using risk-based evaluation criteria that allow for a more accurate assessment of exposure risk. The new criteria used in evaluating close contacts includes proximity, duration, type of interaction, face covering/PPE usage and infection status (in alignment with CDC guidance).

The steps on the following pages describes the close contact determination process that must be used in evaluating potential exposures to COVID-19.

CLOSE CONTACT DETERMINATION PROCESS

Current close contact definition used by Entergy: Being within 6 feet, for more than 15 cumulative minutes over a 24-hour period, of a Person with symptomatic COVID-19 during the period from 48 hours before symptom onset until the person meets the criteria for discontinuing home isolation – OR – a person who has tested positive for COVID-19, but is asymptomatic, during the period from 48 hours before the date of specimen collection until the person meets the criteria for discontinuing home isolation.

In order to help determine if an interaction meets the definition of close contact, follow the steps below:

Step 1: If the potentially exposed individual has received their booster shot, has completed the primary series of Pfizer or Moderna vaccine within the last six months, or has completed the primary series of J&J vaccine within the last two months – **STOP**—the interaction will **not require self-quarantine (see table under Case 3)**.

Step 2: If the potentially exposed individual previously tested positive for COVID-19 (symptomatic or asymptomatic), has remained asymptomatic after recovery and the potential close contact occurred within the 3 months of the initial onset of symptoms or first positive viral test – **STOP** – the interaction will **not require self-quarantine**.

Step 3: If the interaction with the infected person occurred more than 48 hours prior to the onset of symptoms or more than 48 hours prior to the test date for asymptomatic positives – **STOP** – the interaction does **not meet the definition of close contact**.

Step 4: Using the close contact determination table below, start in the cell that describes the status of the infected person and move across the table to the right.

Step 5: Determine if the infected person was utilizing source control (face covering, face mask, face shield, etc.) during the interaction.

Step 6: Determine if the potentially exposed individual was utilizing droplet protection for the mouth, nose and eyes (face mask, face shield, respirator, eye protection, etc.) during the interaction.

Step 7: Based on the interaction distance, the close contact determination can be made.

CLOSE CONTACT DETERMINATION TABLE

Status of Infected Person	Infected Person Utilizing Source Control (face covering, face mask, etc.)?	Individual Utilizing Droplet Protection (face mask, face shield, etc.)?	Interaction Distance	
			Less than 6 feet	Greater than 6 feet
Infected person exhibited symptoms compatible with COVID-19, but has not been tested	Source Control Utilized	Droplet Protection Utilized	No Close Contact	No Close Contact
		No Droplet Protection	No Close Contact	No Close Contact
	No Source Control	Droplet Protection Utilized	No Close Contact	No Close Contact
		No Droplet Protection	Close Contact if interaction is face-to-face for more than 15 minutes	No Close Contact
Infected person tested positive for COVID-19 and developed symptoms	Source Control Utilized	Droplet Protection Utilized	No Close Contact	No Close Contact
		No Droplet Protection	No Close Contact	No Close Contact
	No Source Control	Droplet Protection Utilized	No Close Contact	No Close Contact
		No Droplet Protection	Close Contact if interaction is face-to-face for more than 15 minutes	No Close Contact
Infected person tested positive for COVID-19, but is asymptomatic	Source Control Utilized	Droplet Protection Utilized	No Close Contact	No Close Contact
		No Droplet Protection	No Close Contact	No Close Contact
	No Source Control	Droplet Protection Utilized	No Close Contact	No Close Contact
		No Droplet Protection	Close Contact if interaction is face-to-face for more than 15 minutes	No Close Contact

* Person with Symptomatic Covid-19: A person who exhibits symptoms compatible with COVID-19 -OR- a person who tested positive for COVID-19 and developed symptoms.

Appendix B

KNOW YOUR SYMPTOMS

Because many illnesses share common symptoms, this table can be used to help identify what may be the most likely illness causing your symptoms. It can also be used to try and rule out some illnesses as well. ***This table is meant for reference purposes only and does not constitute official or definitive medical information, a medical opinion or a diagnosis. As with any illness, it is recommended you visit your doctor for an actual clinical diagnosis.***

In determining whether your symptoms are compatible with COVID-19, it is important to understand that the primary symptom of COVID-19 is fever. However, it should be understood symptoms can and do vary. Initial studies conducted on symptomatic patients with COVID-19 determined that a fever was almost always present, followed by a cough (usually dry) and shortness of breath/difficulty breathing. Shortness of breath/difficulty breathing usually appeared once the individual developed a fever. It is not typical that an individual with COVID-19 will have only a cough or shortness of breath/difficulty breathing without also having a fever.

When using the table, you should look at your symptoms in relation to the other illnesses. Here are a few examples:

- If you have a fever, cough and body aches, you may have the flu because body aches are not a common symptom of COVID-19.
- If you have a cough, stuffy nose and you are sneezing, you may have a cold because you don't have a fever or shortness of breath/difficulty breathing.
- If you only have a cough, it might be the flu or a cold. It may be unlikely that you have COVID-19 because you don't have a fever.
- If you only have a fever, it isn't possible to distinguish COVID-19 from the flu, so it could be either (or something else).

SYMPTOM COMPARISON TABLE				
Symptoms	COVID-19 (Coronavirus)	Influenza (Seasonal Flu)	Common Cold	Seasonal Allergies
Fever	Common	Common	Rare	Never
Cough	Common	Common	Common	Rare
Fatigue	Sometimes	Common	Sometimes	Sometimes
Headache	Sometimes	Common	Rare	Sometimes
Shortness of Breath	Common	Rare	Rare	Sometimes
Difficulty Breathing	Common	Rare	Rare	Sometimes
Body Aches	Sometimes	Common	Rare	Never
Sneezing	Rare	Rare	Common	Common
Runny Nose	Sometimes	Sometimes	Common	Common
Stuffy Nose	Rare	Sometimes	Common	Common
Sore Throat	Sometimes	Sometimes	Common	Rare
Loss of smell or taste	Sometimes	Rare	Rare	Rare
Diarrhea	Sometimes	Rare	Rare	Rare

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