

Voluntary COVID-19 Antibody Testing

Frequently Asked Questions



ConocoPhillips Alaska (COPA) has purchased BTNX COVID-19 antibody tests (IgM/IgG Rapid Test) and intend to utilize them as another screening tool for personnel working in our North Slope operations to help identify infected individuals with no symptoms. We continue to look for new ways to protect our employees and believe antibody testing is another tool to accomplish this objective.

Q. WHAT IS AN ANTIBODY TEST AND HOW DOES IT WORK?

- The COVID-19 IgM/IgG Rapid Test is a laboratory test designed to detect proteins the human body makes to fight a COVID-19 infection, within an acknowledged error margin. These proteins, called antibodies, appear in the blood starting soon after exposure to COVID-19. If the Rapid Test detects these antibodies, the test is positive. If the Rapid Test does not detect these antibodies, the test is negative. These antibody tests look for two different types of antibodies. If IgM antibodies are present, this potentially indicates an active COVID-19 infection or recent exposure to COVID-19 and can assist with early diagnosis of the infection. IgG antibodies are generally developed after IgM antibodies and are present in the late stage of infection indicating a past infection.

Q. WHAT'S THE DIFFERENCE BETWEEN THE TESTS USING A NASAL SWAB AND THE COVID-19 IgM/IgG RAPID TEST?

- The test conducted using a nasal swab is a molecular test which looks for presence of the actual virus. Molecular tests are used to diagnose **active infection** in people who are thought to be infected with COVID-19, based on their clinical symptoms and with links to places where COVID-19 has been reported.
- Antibody testing, which uses a drop of blood, is used to detect antibodies in people who may have been exposed to the virus. Antibodies are proteins produced by the body's immune system to attack and kill viruses, bacteria, and other microbes. The presence of antibodies to COVID-19 indicates that a person may have been infected with the virus and developed an immune response.

Q. HOW RELIABLE IS THE BTNX COVID-19 IgG/IgM RAPID TEST?

- According to BTNX, this antibody test has a 99% specificity rate for detecting IgM antibodies, meaning that 99 out of 100 tests will accurately relay whether IgM antibodies are present. This test also has a 94% sensitivity rate meaning that 94 out of 100 tests will correctly result in no antibody detection.

Q. ARE THESE TESTS FDA APPROVED?

- BTNX has applied for, but has not yet received, Emergency Use Authorization ("EUA") from the Food and Drug Administration (FDA). The FDA is allowing non-EUA tests to be manufactured and distributed as long as the following information is shared with individuals who choose to be tested:
 - This test has not been reviewed by the FDA.

- Negative results do not rule out SARS-CoV-2 infection, particularly in those who have been in contact with the virus. Follow-up testing with a molecular diagnostic should be considered to rule out infection in these individuals.
- Results from antibody testing should not be used as the sole basis to diagnose or exclude SARS-CoV-2 infection or to inform infection status.
- Positive results may be due to past or present infection with non-SARS-CoV-2 coronavirus strains, such as coronavirus HKU1, NL63, C43, or 229E.
- Not for the screening of donated blood.

Q. WHAT IS THE TEST PROCEDURE?

- Beacon, our contracted medical provider, has been trained to perform this voluntary “point-of-care” testing.
 - Employee/contractor completes necessary online form and informed consent document
 - Contracted medical provider first completes medical screening (temp check and screening questionnaire) of the person being tested
 - Medical provider will remove the test cassette from the sealed foil pouch
 - A drop of blood will be taken using a lancet, similar-to biometric screening
 - The blood will be deposited onto the cassette
 - 2 drops of sample buffer will be added to the cassette
 - The results will appear within 15 minutes
- Antibody testing will be done in conjunction with medical screening for passengers traveling to the North Slope on COP aviation flights

You should review the consent form prior to volunteering for the test. You can find the consent form with the registration link below. Click on the appropriate “Employee” or “Contractor” radio button as appropriate to view the respective consent form.

https://beaconinsight.formstack.com/forms/covid_19_testing_registration_conocophillips

Q. WHY IS COPA CHOOSING TO USE A TEST THAT HAS NOT BEEN FDA APPROVED?

- To date, there are a limited number of antibody tests that have received FDA emergency use authorization. Many manufacturers like BTNX have applied for FDA EUA and are awaiting the FDA’s decision. After researching the available tests and manufacturers, test reliability and accuracy, COPA’s needs and screening process, COPA decided to move forward with BTNX’s Rapid Response™ COVID-19 IgG/IgM Test. For additional information regarding the test manufacturer and the test please visit www.btnx.com.

TEST ADMINISTRATION

Q. WHY DOES COPA WANT TO OFFER THIS TEST TO ME?

- The CDC Director has stated that more than 25% of the infected U.S. population may not have COVID-19 symptoms but can transmit the virus. Currently CDC recommended screening questions and temperature checks are performed as screening for COVID-19. We believe antibody testing is another screening tool to protect our business-critical workforce on the North Slope by identifying those individuals who volunteer for the test that could have the virus but are not showing symptoms.

- This tool will help identify individuals who may be in the early stages of carrying the virus but are not presently showing any symptoms. Please note that antibody testing does not guarantee that an individual with either antibodies present cannot be reinfected with the virus. If a person believes that he or she is actively infected with the virus, a COVID-19 PCR diagnostic test must be conducted.

Q. IS THE TEST VOLUNTARY?

- Yes, the test is voluntary. It is each person’s individual choice whether to submit to an antibody screening test. However, if a person chooses to be tested for antibodies, and tests positive for the IgM antibodies, that worker will be denied boarding and required to undergo a COVID-19 PCR test.

Q. HOW ARE WE DETERMINING WHO MAY BE OFFERED A TEST?

- All employees and contractors are eligible to volunteer. Because availability of tests kits may be limited, there is no guarantee that you will be tested if you volunteer.

Q. AM I ABLE TO VOLUNTEER FOR A TEST ARRIVING ON A SOUTHBOUND FLIGHT?

- Currently this voluntary program is designed only for northbound passengers. The intent of the program is to provide one additional preventative measure in protecting our North Slope workforce. Antibody testing is not being offered to southbound passengers.

Q. IF I’M FEELING ILL, WILL I BE TESTED – SHOULD I BE TESTED?

- No. The test will only be administered to symptom-free individuals. Please do not come to work if you feel ill or have any of the following symptoms: new onset of a dry cough, shortness of breath or difficulty breathing, fever, chills, body aches/muscle pain, headache, sore throat, new loss of taste or smell, and gastrointestinal symptoms including nausea, vomiting or diarrhea. If you are at work and exhibiting flu-like symptoms, you will be asked to leave the facility and seek personal medical care. After recovery, you will go through the established process requiring medical clearance for your return to work.

TEST RESULTS

Q. WHO WILL BE NOTIFIED OF MY SPECIFIC TEST RESULTS?

- The results are available in about 15 minutes. You will be present for the entire test procedure and can view the test results before you leave.
- The results will be treated like other confidential medical information and will be maintained by the contracted medical provider. If a person traveling to the Slope tests positive for IgM, the person will be denied boarding and required to obtain a COVID-19 PCR diagnostic test, and the contracted medical provider will relay to COPA medical, the person’s supervisor and ConocoPhillips (COP) Aviation (and COPA HR for COPA employees) that the person is not medically cleared. This information will be kept confidential per our company standard for confidentiality and restriction of medical data to “Need to Know” individuals only.
- No identifiable medical information will be provided to leadership or state/local health authorities. Only aggregate information, without identifying health information will be provided.

Q. WHAT HAPPENS IF I TEST POSITIVE for IgM?

- A positive result for IgM indicates your body is responding to COVID-19 exposure and is producing antibodies. This could mean you are becoming ill, recovering, or are fully recovered. You will be denied boarding and referred to your personal medical provider or local health facility to obtain COVID-19 PCR diagnostic testing.

Q. WHAT HAPPENS IF I TEST POSITIVE FOR IgG?

- If you test positive for IgG it may indicate you have already been infected with COVID-19 and now have long-term antibodies present. There is consensus in the scientific community that you are not contagious with IgG antibodies. There is discussion in the scientific community as to whether having IgG antibodies mean that a person is immune. However, there is not consensus on that point at this time. If you test positive for IgG and negative for IgM, no further testing is required prior to traveling or visiting a COPA facility. Please note that the mere presence of IgG antibodies does not indicate that you can never be reinfected with the virus, and you may wish to periodically obtain COVID-19 PCR diagnostic tests to monitor your status of infection.

Q. WHAT HAPPENS IF I TEST NEGATIVE?

- A negative test result indicates your body has not produced antibodies and you may not have been exposed to COVID-19. Please note that a negative test result does not mean that you cannot be infected in the future. Future follow-up COVID-19 PCR testing is encouraged to determine if your infection status has changed. Because this test is completely voluntary, a negative test result will not impact your ability to return to the worksite where you will be required to continue following COVID-19 workplace practices.

Q. DO I HAVE TO MAINTAIN SOCIAL DISTANCING IF I TESTED “POSITIVE” AND HAVE BEEN MEDICALLY CLEARED?

- Yes, regardless of results, it is expected that you continue social distancing, hygiene practices and other precautions as specified by your site. At this time, past infection and full recovery do not indicate that reinfection is not possible.

Q. CAN THE RESULTS OF MY TEST IMPACT MY EMPLOYMENT?

- As noted above, your test results may require you to seek follow-up PCR diagnostic testing through your personal medical provider or local health facility to ensure your health and safety as well as maintaining the health and safety of our coworkers. In the case of a positive IgM test you will need to have medical clearance from your personal medical provider or local health facility prior to being allowed to return to the North Slope or to work in the Tower.
- For COPA employees, no negative outcome, consequence or employment action will result from any person who declines to take the test. COPA has a strict “no retaliation” policy and it is applicable to this test process including whether any person decides to voluntarily take the test or declines to do so. For contractor employees, please contact your company’s HR representative or your supervisor for information on your company’s policy.

Q. WILL I KNOW THE RESULTS OF MY CO-WORKERS’ TESTS?

- No, the test results will be kept confidential by our contracted medical provider. If a person tests positive for IgM, then the contracted medical provider will relay to COPA medical, the person’s supervisor and COP Aviation (and COPA HR for COPA employees) that the person is

not medically cleared. The lack of medical clearance will remain confidential and will only be shared with company personnel that need to know the information.

Q. WILL I ONLY BE TESTED ONCE?

- No, depending on circumstances you may be able to take the test prior to each time you travel to the North Slope on a COP aircraft.

Q. CAN I TEST MY FAMILY MEMBERS?

- No, the Company is not providing test kits to family members.

Q. CAN THE COMPANY FORCE ME TO TAKE THE TEST?

- No, the test is voluntary.

Q. WILL THIS TEST IDENTIFY OTHER MEDICAL CONDITIONS?

- No, this is an antibody test for COVID-19 exposure.

Q. AM I ALLOWED TO SHARE MY TEST RESULTS WITH MY CO-WORKERS?

- These are your personal results and, just like other personal information, you can share if you choose. If you have questions, you are encouraged to discuss any questions with your personal medical provider or your company's HR contacts.

Q. WILL THESE RESULTS GO IN TO MY MEDICAL FILE?

- No, the results will be treated like other confidential medical information, maintained only by the contracted medical provider.

Q. WILL THIS TEST BE OFFERED TO CONTRACTORS?

- Yes, contractor employees may volunteer to take a test as testing is made available in their work location.

Q. IF THE TEST AND MY PERSONAL MEDICAL PROVIDER INDICATE I HAVE RECOVERED, CAN I BE RE-INFECTED?

- It is unknown at this time. The immune response, including whether a person can have immunity, to COVID-19 infection is not yet understood by the scientific and medical community. Because immunity has not yet been confirmed, there is no guarantee that you will not be re-infected.

Q. IF I AM DENIED BOARDING DUE TO A POSITIVE IgM HOW WILL I BE PAID?

- COPA employees should code their time per existing company pay policies. If an employee is not ill time missed from work should be coded as Excused Leave with Pay, if an employee is ill or becomes ill time should be coded as Short-Term Disability. For contractor employees, please contact your company's HR representative or your supervisor for information on your company's policy.

Q. IF I AM DENIED BOARDING DUE TO A POSITIVE IgM WHAT DO I DO NEXT?

- Follow the guidance on the antibody exit instructions you will be given at the airport. This document will direct you as to where you can get your follow up diagnostic PCR test and other pertinent information.

Q. ARE THERE ANY CHANGES TO THE COVID-19 MEDICAL SCREENING PROCESS WITH THE TRANSITION TO THE AIRPORT?

- The screening process is not changing. Individuals traveling to the North Slope on COP aviation flights will be required to answer the same screening questions (fill out the screening form) and do a temperature check. With the transition to the airport, COP Aviation has changed the medical provider facilitating the screening to Beacon. To locate the Beacon screening location, please look for the Beacon Screening banners (near COP Aviation's ticket counter).

Q. I'VE TRAVELED FROM OUTSIDE THE STATE (OR I'VE BEEN OUTSIDE THE STATE WITHIN THE PAST 14 DAYS), IF I TEST IgM NEGATIVE, DO I STILL HAVE TO FOLLOW THE PROTECTIVE PERIOD PLAN?

- Yes. Testing negative does not remove the requirement to complete the Protective Period Plan on the North Slope until you have been in Alaska for 14 days without showing any symptoms of COVID-19.

Q. WITH CHANGES TO HEALTH MANDATE 10 AND THE STATE OF ALASKA'S AIRPORT TESTING PROGRAM, DOES THAT CHANGE THE PPP?

- No. COPA's PPP plan remains in effect and is not changed by the revisions to State of Alaska Health Mandate 10 (HM10). For persons traveling to work in COPA facilities on the North Slope from outside of Alaska, the State of Alaska's diagnostic PCR testing requirement associated with HM10 is not required. COPA continues to monitor developments with COVID-19 and will take appropriate action as warranted by continuing developments.