

TEMPERATURE SCANNING POLICY



Issue Date: April 21, 2020; Effective Date: April 21, 2020; Supersedes: None

I. Objective

To maintain a healthy workplace and minimize the spread of disease among employees during a pandemic, as defined by the World Health Organization, the U.S. Department of Health and Human Services, and the Centers for Disease Control and Prevention (the "CDC").

II. Applicability

This policy applies to all employees (regardless of level or exemption status), contingent workers, vendors, customers, and other visitors (collectively, "Individuals") of J.B. Hunt Transport, Inc. (the "Company") during a pandemic crisis.

III. Policy

This policy will be in effect when a pandemic meets the direct threat standard as defined by the Americans with Disabilities Act. Whether a "direct threat" to Individuals exists will be determined by the CDC and state/local public health authorities and will be subject to a revision in their assessment of the spread and severity of the infectious agent. As such, during a pandemic the Company reserves the right to require temporal temperature scanning of all Individuals before they enter Company premises for the first time each day.

IV. Procedure Guidelines

- A. The Company will be responsible for ensuring that all necessary temperature scanning devices and appropriate personal protective equipment are provided to persons administering temperature screening.
- B. The person(s) administering the temperature screening should be:
 - 1. Qualified to administer temperature screening, as evidenced by the completion of training that is generally required for such administration in the health care industry.
 - 2. Free of any symptoms of the infectious agent that is the subject of the pandemic.
 - 3. Taking appropriate safety precautions as recommended by the CDC to protect themselves from the infectious agent that is the subject of the pandemic.
- C. Non-invasive Touchless Thermometers (Forehead/Temporal Artery) should be used to take the temperature of Individuals before permitting entry to the facility or designated work area.
- D. Temperature assessments are fully compensable. Time spent conducting temperature assessments should be treated as time worked. Company employees must notify their manager if the temperature screening process results in a delay clocking in for the day so their time can be adjusted accordingly.
- E. Temperature assessments should be conducted as discreetly as possible. Every effort must be made to protect the identity of Individuals who register an elevated temperature reading.
- F. Company employees registering an elevated temperature reading, as defined by the Company consistent with CDC guidance related to the pandemic at hand, must notify the Human Resources Solution Center for individualized guidance. Non-employees registering an elevated temperature reading should be denied entry to the facility until either cleared by a healthcare professional or after satisfying the waiting period recommended by the CDC. The person(s) administering the temperature screening will be responsible to ensure such non-employees are eligible to return to the facility.
- G. Administration of this policy will be executed in accordance with the Company's Non-Discrimination Policy.

V. Contact Information

Questions about this policy should be directed to Corporate Safety and Security and Human Resources Compliance.