

SUPPLEMENTARY MATERIAL

Employer Testing of COVID-19 History (ETCH) Study FOCUS GROUP DISCUSSION/ KEY INFORMANT INTERVIEW SCRIPT

TELL ME ABOUT YOUR COMPANY

- Tell me generally about your company. What type services or products do you offer/produce?
- How is your company organized in terms of work locations and workforce?
 - Probe: Changes due to COVID-19
 - Probe: Do all of your employees work in the same building?
- Under normal circumstances, do your employees use any kind of protective equipment?
- Under normal circumstances, do you have a worksite health or wellness program for employees? (If yes, please describe)
- Have you made any modifications due to COVID-19?

TELL ME ABOUT COVID-19 TESTING AT YOUR COMPANY

- Are you actively testing your employees for COVID-19? [If no, skip to]
 - Did you partner or collaborate with a company for COVID-19 testing? Onsite or offsite?
 - Any engagement with local health department for testing and how?
 - Encourage testing through healthcare and/or primary care physician?
- How do you navigate deciding when and how to test employees?
- Describe **safety or health hazards** you thought about in terms of COVID-19 testing your workers.
 - How do you identify these safety/health hazards?
 - How do you prevent and protect your workers from these hazards?
 - When exposed to these hazards, how do you deal with them?
 - What support, if any, should be provided to protect the health and safety of *your workers from COVID-19*?
- Do you think your workers are at an increased risk for illnesses or injuries from COVID-19?
 - If yes, what kind of illnesses?

- If yes, what kind of injuries?
- Describe how the health and safety risks of COVID-19 exposure are different for your employees compared to other type of occupations and/or companies.
- What are the main challenges you face to COVID-19 test your worker?
- What sources does your company use for COVID-19 testing and screening?
 - What guidance for testing?
 - What guidance for screening?
- What would be required for your company to implement routine testing of asymptomatic employees?
 - What are the barriers? (cost, time, access to technology, knowledge, etc)
- Have you implemented a contact tracing program?
 - How did it go?
 - What worked and what did not work?
 - Who is responsible for conducting contact tracing?
- Do you have a return-to-work policy following COVID-19 infection?
 - What does it involve? Examples: checking for signs/symptoms (e.g., fever, cough, shortness of breath, abnormal taste/smell) or laboratory test.
 - If you don't use a lab test, what are some of the reasons?

Conclusion:

Are there any areas we did not talk about that you think are important for us to know?

[If researchers have brief clarifying questions, they will ask.]

Thank you for participating. We learned a lot and it was great to talk to you. We really appreciate that you have shared your thoughts with us.