

Dear Fellow NASSCO Shipbuilders,

November 3, 2021

As many of you are aware, the federal government recently released COVID-19 Workplace Safety Guidance, which includes a vaccination mandate for all employees of covered federal contractors. For NASSCO, this mandate becomes effective when our direct customer—the Navy—provides us with a requirement in one of their contracts, which we have not yet received. While I know the lack of clarity is frustrating for some, I also recognize implementing the mandate before it is required could be difficult and disruptive to some of you and to our business. Therefore, we will stay the course on current operations until we receive further clarification from the government.

For those already vaccinated, thank you for taking action to protect yourself and others. If you are not yet vaccinated, I urge you to do so. We will continue to provide opportunities for on-site COVID-19 vaccinations, however, employees are encouraged to seek all readily available options within the community and medical system. Visit the [County of San Diego website](#) or your medical provider to find a location nearest to you. All COVID-19 vaccinations are free. For additional resources refer to NASSCO's most current COVID-19 updates [on the website](#).

The [next on-site vaccination event](#) at NASSCO will be on **November 5**. Employees who are eligible for their 2nd dose of the Pfizer vaccine, or those seeking their first dose, are encouraged to attend. Please be sure to reserve a spot by calling the Medical Department at (619) 544-8861. Kaiser will also have a limited supply of the single dose Johnson & Johnson vaccine available during their regular clinic hours on Wednesdays and Fridays. Appointments are required.

After you have been fully vaccinated, please provide a copy of your vaccine card or other vaccination record to the Medical Department either in person or by sending an electronic copy to, [MEDICAL@nassco.com](mailto:MEDICAL@nassco.com). Having accurate vaccination information is important and will make implementing a mandate much smoother when the time comes.

For NASSCO employees who are unable to receive the COVID-19 vaccine and anticipate requesting an accommodation due to a medical condition or sincerely held religious belief, you can begin that process now by submitting a written request using the [appropriate form](#) and sending it to [HRMLA@nassco.com](mailto:HRMLA@nassco.com), or dropping it off with the Employee Relations Office, in Bldg. 1. The fact that a form is submitted does not mean an exemption will be granted, and we will not begin reviewing accommodation requests until we are under a mandate from the government. Subcontractor personnel should contact their employer for guidance.

Medical experts say that being vaccinated provides protection against infection with COVID-19 and lowers the likelihood of serious illness or hospitalization if infected. To date, more than 414 million doses of COVID-19 vaccine have been given in the United States. [According to the CDC](#), these vaccines are safe and effective, and meet the Food and Drug Administration's rigorous scientific standards for safety, effectiveness, and manufacturing quality.

Together, we will meet this challenge like we do so many others. We are One Team, One NASSCO and will continue to move forward.

Sincerely,

David J. Carver  
President