

GENERAL DYNAMICS

NASSCO

Inter-Department Memo

DATE: January 7, 2021
TO: Distribution
SUBJECT: COVID-19 Update - NASSCO San Diego
FROM: NASSCO Human Resources

NASSCO is committed to providing a safe and healthy work environment. Since the beginning of this pandemic, the Company proactively adopted measures recommended by the Centers for Disease Control and Prevention (CDC) to help prevent the spread the virus.

Within the last twenty-four business hours, the Company received notice that individuals recently working onsite tested positive for COVID-19.

| Individual | Location | Date Last Onsite |
|------------|----------|------------------|
| 1 | SOC 4 | 12/28/2020 |
| 2 | SOC 5 | 12/30/2020 |
| 3 | MV2 | 1/4/2021 |
| 4 | SOC 3 | 1/4/2021 |

Individuals testing positive for COVID-19 will not return to the worksite until it is safe for them to do so. The NASSCO Safety Department initiated the contact tracing process and will identify and communicate with those employees, if any, deemed to be a close contact (as defined by the CDC). For privacy reasons, the name of the individual(s) referenced above will remain undisclosed.

In addition to close contact tracing, NASSCO' Maintenance Department's cleaning protocols include using foggers to disinfect many of the common areas in the shipyard, some shipboard and indoor building spaces, as well as areas identified during the contact tracing process. Other common areas are also disinfected daily using products approved by the EPA in response to COVID-19 including high-touch surfaces like lunch areas, restrooms, handrails/stair towers, turnstiles, gangbox areas, and handwash/bluehouse stations.

As a reminder, employees who may have been exposed to COVID-19, are exhibiting symptoms of COVID-19 or have other issues related to COVID-19, may be entitled to certain time off and income replacement. The type, duration and amounts can vary depending on a variety of factors. Eligible employees may be entitled to an approved leave under the Family & Medical Rights Act or the California Family Rights Act for their own serious health condition or that of certain family members or may seek approval for a personal leave of absence. In addition, income replacement benefits may be available including but not limited to short-term disability benefits for their own serious health condition, California Paid Family Leave or Workers Compensation benefits. Upon approval, employees may also use accrued paid time off in the event no other leave or income replacement is available. For leave and income replacement assistance related to COVID-19, please contact NASSCO Human Resources at HRCV19@nassco.com or (619) 544-8585.

In accordance with the Company's non-discrimination, non-harassment and non-retaliation policy, the Company does not discriminate or retaliate against any employee who makes a claim or utilizes any of the foregoing time off or pay policies. In addition, the Company will not discriminate or retaliate against any employee who discloses a positive COVID-19 test, diagnosis, or order to quarantine or isolate.

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If you have additional questions or concerns, we encourage you to speak with your supervisor and/or Human Resources.

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