

# CORONAVIRUS (COVID-19) COMMUNICATIONS



October 1, 2021

## Mandatory COVID-19 Vaccinations

As all of you are aware, the federal government recently issued a mandate requiring all federal contractors to be fully vaccinated by Dec. 8. This rule applies to all Austal USA employees as well as all employees of shipbuilders building ships for the Navy, Coast Guard, Army and all other government agencies. Not only is the vaccine critical to the safety of the Austal USA team, it is critical to our business. The simple fact is we now must all be vaccinated to do business for the Navy – without that business we have no jobs. Compliance with the federal vaccination mandate, excluding approved exemptions or accommodations, is a condition of continued employment with Austal USA. Additional information will be provided early next week.

All Austal USA employees must receive and report receipt of the Johnson & Johnson vaccine or their first shot of the Pfizer or Moderna vaccine by Oct. 27, and second doses of the Pfizer or Moderna vaccine by Nov. 24. Any additional vaccinations authorized and recommended by the CDC may be considered as authorized by Austal's Health, Safety & Environmental Department.

The **current policy for designated Austal USA employees** to be vaccinated by Oct. 8 has been extended to align with the federal mandate.

<b>Due Oct. 27</b>	Johnson & Johnson single dose vaccine; or First dose of the Pfizer or Moderna vaccine.
<b>Due Nov. 24</b>	Second dose of the Pfizer or Moderna vaccine.

**Verification of vaccination** must be emailed to [Covid\\_19\\_medical@austalusa.com](mailto:Covid_19_medical@austalusa.com).

**Employees who have previously submitted proof of vaccination** do not need to re-submit documentation.

**Onsite resources will be provided to assist our employees with this process.** Austal will be providing vaccination clinics, educational resources, and counseling support onsite for our employees. Look for updates regarding the dates and times these resources will be available to you.

An employee with a disability, who is pregnant, who is a nursing mother, who has a qualifying medical condition that contraindicates vaccination, or who objects to being vaccinated on the basis of a sincerely-held religious belief/practice, can request an exemption/accommodation through Human Resources. Detailed information on how to request an exemption/accommodation will be provided next week. Approval of exemptions/accommodations will be subject to specific legal requirements. Notification will be given to the employees if the requirements are not met or cannot be accommodated.