



FROM THE PRESIDENT,  
TECHNICAL SOLUTIONS  
**ANDY GREEN**



Technical Solutions colleagues:

As you read in Chris Kastner's message to all employees yesterday, our federal customer will soon issue a contract requirement (via Federal Acquisition Regulation (FAR) clause) that will mandate *all* employees and contractors be fully vaccinated against COVID-19 by Dec. 8, 2021.

We want to provide you with the details we know at this point and how it will impact us:

- Requires *all* government contractor employees—including those working remotely or from home, those charging direct or indirect, or those working on-site with the government customer or at a contractor facility—to be fully vaccinated against COVID-19.
- Includes a mandatory flow-down in all subcontracts—thus, the entire government contractor sector will be equally impacted by the requirements.
- Supersedes all related federal, state, and local guidance that included a testing option in lieu of a vaccine.
- Requires the company to prove its workforce is fully vaccinated. As such, HII employees will be required to submit a digital copy proof of their vaccination cards. Attestations, proof of a prior COVID-19 infection, or proof of an antibody test will not be accepted.
- Presence of COVID antibodies from prior infection with the virus will not be accepted.

**To comply, all HII employees and contractors need to be fully vaccinated by Dec. 8 as a condition of employment. Given this requirement, if you have not been vaccinated, schedule to have the first shot by Oct. 27 or risk missing the deadline. See the diagram below to help with your planning.**

If you have not been vaccinated, I encourage you to call 1-800-232-0233 or text your ZIP code to 438829 to find and schedule a free vaccine near you. For more information, please visit [HII's COVID-19 Vaccines](#) website.

Our Legal and Human Resources teams are working on a process and questionnaire to evaluate requests from employees who may wish to seek a religious or medical exemption from the upcoming vaccine mandate. We will provide details on this process and the proof of vaccination instructions early next week.

I don't want to lose a single member of our team and I understand this is a sensitive issue for many of you and your families. The bottom line: This vaccine is required to support our customers, our warfighters, and ultimately, our national security. I expect everyone to pull together and comply with the directives that govern our business.

Thank you.

Andy

