



Sept. 9, 2021

Dear HII employees:

On Thursday evening, President Joe Biden announced a plan that aims to slow the spread of COVID-19 cases nationwide, including a mandate that all federal workers and all federal contractors be vaccinated.

We are still assessing and evaluating the details of this new mandate to determine how we can help our unvaccinated employees meet this requirement as efficiently as possible. The two priorities that will guide our response are keeping our employees safe and supporting our customers.

At HII, doing the hard stuff right means taking deliberate action to ensure the health and safety of the people around us. The most important thing you can do to keep us all safe is to get vaccinated. We will continue to communicate with you throughout this process.

A handwritten signature in black ink, appearing to read 'Mike Petters', with a stylized flourish at the end.

Mike Petters
President and CEO