



Navistar International Corporation
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Donna Dorsey
EVP, People + Culture

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Navistar U.S. employees:

In November we announced Navistar's next steps regarding our compliance with the federal COVID-19 vaccine mandate.

Last week, a federal judge in Kentucky issued a preliminary injunction temporarily blocking the government from enforcing its vaccine mandate for federal contractors in the states of Ohio, Kentucky and Tennessee. Navistar is closely monitoring this legal challenge, as well as other pending legal challenges of the vaccine mandate.

We will continue to work toward compliance with all aspects of the vaccine mandate. However, Navistar will be postponing full implementation of the vaccine mandate at all Navistar U.S. locations until the preliminary injunction is lifted.

We continue to encourage you to do the following if you have not done so already:

- **Submit your proof of vaccination.** Employees, confirm you are fully vaccinated by uploading your CDC vaccine card to the EMSTAR system. Contractors, you will be updated on a process to upload your vaccine cards soon.
- **Get your vaccine.** COVID-19 vaccines are available at your local pharmacy free of charge. If you need assistance locating a COVID-19 vaccination location, please visit [vaccines.gov](https://www.vaccines.gov).

We realize this doesn't provide you with all the answers, however, as the situation continues to evolve, we will share more information as it becomes available. If you have questions, please contact HRC@navistar.com or your local HR representative.

Thank you for all you continue to do to help keep you, your families and our work environment safe.

Sincerely,

Donna Dorsey
EVP, People + Culture