

January 10, 2021

Navistar U.S. employees:

Last month, I shared [this message](#) regarding an update on Navistar's compliance with the federal COVID-19 vaccine mandate.

Legal challenges to the federal COVID-19 vaccine mandates remain pending. While we continue to work towards compliance with applicable vaccine mandates, we are postponing full implementation until we receive clarity from the courts.

In a continued effort to ensure everyone's health and safety, please:

- **Wear a mask to help prevent the spread of COVID-19**, especially in areas with high numbers of COVID-19 cases, where a 6-foot distance cannot be maintained and/or where state or local laws require.
 - We are actively monitoring the number of COVID-19 cases at all locations. We encourage you to wear a mask in the workplace, and our mask protocol may change in response to the number of positive cases in each location and/or in adherence to state or local requirements.
 - See [this article from the CDC](#) about how to select, properly wear, clean and store masks for maximum effectiveness.
- **Keep travel limited to business-critical visits only**. All business travel continues to be discouraged, except for travel that is business-critical. Please pursue options to attend meetings virtually whenever possible.
- **Ensure business-critical visitors fill out a health screening form**. If a visitor is coming to a Navistar location for a meeting that cannot be hosted virtually, the employee hosting the visitor will need to receive leadership approval, and the visitor will need to complete and submit a health screening form prior to entering a Navistar facility.

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](#).
- **Get your vaccine and boosters**. COVID-19 vaccines and boosters are available at your local pharmacy free of charge. If you need assistance locating a COVID-19 vaccination location, please visit [vaccines.gov](#).

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

Executive Vice President
People & Culture