

GENERAL DYNAMICS

NASSCO-Norfolk

March 30, 2020

Subject: Coronavirus General Manager Update #3

To the Men and Women of NASSCO-Norfolk,

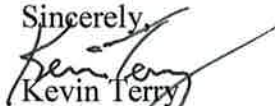
You, our OneNASSCO team, continue to amaze me with your teamwork and cooperation as we work together during this national pandemic crisis. Like all of you, I'm concerned about my family and my fellow employees as we continue to work extremely hard to keep our Company open as a vital part of our national defense industrial base. It is critically important that we all continue to practice proper hygiene, social distancing, and all the other recommended guidelines as we fight together against the COVID-19 enemy.

Since my last update, Governor Northam ordered all the schools in Virginia closed for the remainder of the school year. I realize this announcement has and will continue to be a significant challenge for our workforce and subcontracting partners. Additionally, we have had a few members of our team tested for the COVID-19 virus, and fortunately as of this letter we have not received any presumptive positive results. However, several other shipyards have reported employees with positive results. Most recently, our parent shipyard in San Diego reported late Friday night they had their first member with a positive test; additionally a worker at Bath Iron Works early last week also tested positive. We continue to share procedures and protocols from other shipyards so if/when we need to react to a positive result we can do so swiftly.

I would like to take this opportunity to remind each of us to continue to perform the actions directed from the CDC and distributed by our HR Department to include:

- Prevention: Wash your hands, cover your cough and clean and disinfect frequently touched objects at home and work. We have deployed more hand sanitizer as supplies come in, increased the janitorial services and are building additional hand washing stations.
- Limit travel, practice social distancing and meetings no more than 10 attendees.
- Stay home if you are sick, if someone in your family is sick, or if you or someone in your family has been exposed to the virus, Do Not Come to Work.
- All employees should use the call-in line (757-397-3798) if you will miss work. This number is available 24/7.

We will continue to offer an extended liberal leave policy to accommodate family and personal issues, as well as teleworking and alternative work schedules as your job position permits. Please continue to communicate with your supervisor so we can do everything manageable to maintain as much work flow as possible. I want you to know that all of your efforts are recognized and appreciated! Again, this is a rapidly changing situation and we will do everything we can in the best interest of our employees, the Company, and the country as we work through this crisis together.

Sincerely,

Kevin Terry
General Manager