



11/4/21

Bilsteiners:

At the direction of the President of the United States, OSHA (the Occupational Safety and Health Administration) has issued an emergency standard requiring all private business with more than 100 or more employees to ensure all workers are either fully vaccinated against COVID-19 or tested on a weekly basis for COVID-19. This emergency standard was published today, and we are currently in the process of reviewing it in its entirety.

thyssenkrupp Bilstein of America, Plant Hamilton, is subject to this standard, and is required to comply with it. Once we fully review the standard we will communicate how this impacts our business and our employees, and how we will comply with it with a written policy. Currently, PHAM has a voluntary disclosure program surrounding vaccination status. We encourage all employees to get the vaccine, as it helps protect everyone's health, our business and our customers' businesses.

Until the OSHA standard is fully in place at Bilstein, we kindly ask that, if you have not already done so, please show proof of your vaccination (either Pfizer, Moderna, or Johnson & Johnson) to a member of the Occupational Safety and Health (OSH) Department so that we can determine how the vaccine mandate will affect our business and workforce. You will receive 8 hours of PTO for being fully vaccinated if you have not already shown proof and received it. Vaccination records are treated and maintained as medical information.

For employees that have a documented and approved medical or religious exemption, or do not wish to get vaccinated, information on testing requirements will be communicated soon. We understand from the standard that employees will be responsible for their own testing, and will be required to submit proof to the OSH Department weekly. A detailed policy with instructions on accepted testing, timing, and submission of test results will be forthcoming.

We will continue to update you as the situation progresses and communicate any changes to our policies and procedures as we learn more.

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