



Norfolk Southern Corporation
Sourcing Department
650 W Peachtree St NW
Atlanta, GA 30308

October 21, 2021

Norfolk Southern Contractors,

As you may be aware, President Biden issued Executive Order 14042 on September 9, 2021, that called for those parties who contract with the Federal Government to ensure that their employees are fully vaccinated, and the Safer Federal Workforce Task Force issued required guidance pursuant to that order on September 24, 2021. Pursuant to the EO and the required guidance, covered contractors and subcontractors at all tiers are required to ensure that their employees are fully vaccinated by December 8, 2021, except in limited circumstances where an employee is legally entitled to an accommodation.

As Norfolk Southern believes that it is a covered contractor for these purposes, we are taking steps to comply with the mandate, and notifying you that your services may be considered a subcontractor for purposes of the EO and the associated guidance.

Your contributions to NS are highly valued and vital to our success and the success of the American economy. If there is more information you require from NS, please don't hesitate to contact me or your primary NS Sourcing contact.

Jacqueline Gray
Assistant Vice President Sourcing
Norfolk Southern Corporation