

## Employee communication

### Federal government's vaccination deadline and Tennessee's new law: What you need to know

**To:** Select Tennessee employees who are co-located with those employees working on or in connection with federal government contracts

(This is a targeted message – please do not forward.)

You may have heard that Tennessee enacted a new law limiting mandatory vaccine policies in the State. However, employers like AT&T who are contractors for the federal government can apply for an exemption if their vaccine policy is necessary to comply with a recent White House Executive Order requiring certain employees to be vaccinated or have an approved job accommodation.

Because you work at the same location as employees who work on federal government contracts, **you are also subject to the White House Executive Order.**

What this means for you:

- **In order to proceed with the utmost clarity, we want to make sure you understand that you are still required to be fully vaccinated\*\* by Feb. 1, 2022, regardless of the Tennessee law, unless you have an approved [job accommodation](#).**
  - If you are already vaccinated, please make sure you've [attested to your vaccinated status, uploaded an image of your vaccine card and enabled vaccine perks](#) to be fully compliant.
  - If you are not yet fully vaccinated, **you will need to make plans to ensure you are fully vaccinated by Feb. 1, 2022.** If you can't get vaccinated, you'll need to apply and be approved for a job accommodation.
  - Starting Feb. 1, 2022, if you enter your assigned work location or any impacted AT&T work location and you are not fully vaccinated or have an approved job accommodation, you may be subject to discipline up to and including termination.
- We've asked all employees who work directly on or in connection with federal government contracts to work from an alternate location until Feb. 1, 2022, in order to give you more time to become fully vaccinated.

We know you'll likely have more questions. You can direct questions to the [HR COVID-19 Task Force Team](#) or your supervisor – they'll be briefed on the new requirements to help.

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*\*Employees who work in the same building or on the same campus as any AT&T employee working on or in connection with federal government contracts.*

*\*\*This federal requirement supersedes state orders restricting vaccine mandates, therefore AT&T employees working on or in connection with federal government contracts (regardless of state) must be vaccinated or get an approved job accommodation in order to remain eligible to continue in their role.*