

Additional Questions and Clarifications

- Relocation
 - The Kesselring contract will cover relocation expenses to any HII location if the employee has fulfilled the terms of his/her agreement.
 - Married couples and other family situations will be addressed on a case by case basis.
- Retention agreement
 - If the employee takes a new position a determination will be made regarding the status of the retention agreement. The existing agreement may have to be closed out, or may need an extension or revision. This will be determined on a case by case basis.
 - Retention is based on a month to month rate. There will be no prorating of the month (e.g. completion date of the 15th entitles employee to full month of payout).
 - Retention bonus date DOES NOT equal termination date. Management may determine the employee's work is completed early, or if additional work is identified the employee may agree to stay longer.
 - If employee is assigned additional work, an additional retention agreement may be made.
- Job Fairs
 - Initial determination by Contracts, attendance at a Job Fair is not an allowable expense.
 - Meetings to be set up with HII entities.
 - Continued conversations with NNL and Norfolk regarding the future of the site.
- Timeline
 - If managers have not yet had conversations with employees about future plans, employees should make an appointment with manager to discuss.
- Payout
 - The bonus will be part of regular payroll check.

401k information - From the FAQ section of the Payroll website

Q. What is a 401(k)?

A. A 401k is a retirement savings plan that is funded by employee contributions (pre-tax or "tax deferred" payroll deductions) and matching contributions from the employer (as specified by the Plan). When taking a qualified distribution, contributions and associated earnings are taxable at the time of distribution.

Q. How do I make changes to my 401(k) or my Roth 401(k)?

A. The Payroll department can't make changes to your 401(k). Payroll files are updated only when Alight sends us a file with new information. To make changes, Salaried employees should call the Huntington Ingalls Benefits Center (HIBC) at (877) 216-3222 (M - F, 9 am to 6 pm Eastern) or go to the Benefits & Wellness web page.

Q. What are the 401(k) contribution limits?

A. In 2020, 401(k) contributions (pre-tax) have a limit of \$19,500. The age 50 and over catch up contribution limit is \$6,500 for a total of \$26,000. Pre-tax 401(k) contributions will stop once the contribution total reaches the annual contribution limit.

Q. Is there a maximum percentage employees can contribute to 401(k) or Roth 401(k)?

A. Participants in the salaried 401(k) plan and/or the Roth 401(k) plan may elect to contribute up to 75% of pay.

Q. Why does my pay stub show "401k 50+" instead of "Pre-Tax401k"?

A. Salaried employees who elect to contribute to the 401(k) plan and who are over 50 or will turn 50 at some point this year are automatically eligible for the catchup contribution. Instead of contributing separately as in 2011 and earlier, the pre-tax limit is expanded to include the catch up amount. All pre-tax contributions are listed together under the "401k 50+" description. In addition, the company now matches Catch-Up contributions at the same rate as regular pre-tax contributions.

Q. I have a question about my 401(k) plan.

A. Salaried 401(k) questions need to be directed to the Huntington Ingalls Benefits Center at 1-877-216-3222. If you have a Payroll related 401(k) question, e-mail or call Darlene Woodall (0-2644).