

HUNTINGTON INGALLS INDUSTRIES

RELOCATION BENEFITS SUMMARY HOMEOWNER BUYER VALUE OPTION PLAN WITH OVERALL PLAN LIMIT CAP

Overall Dollar Limit: \$77,625.00

This is a summary of your relocation benefits. **You have a capped plan with an overall dollar limit listed above.** This Summary applies to current employees and new hires. Your Relocation Plan Agreement will be forwarded to you for signature from Human Resources upon your acceptance of your relocation. **To maximize your relocation benefits and to understand Huntington Ingalls Industries' requirements, it is critical to discuss your relocation program and services with your assigned BGRS Consultant.**

Relocation Benefit	Description
Eligibility	<ul style="list-style-type: none"> • Once you have accepted your new position, do not begin any relocation processes or supplier selections until you have spoken with your BGRS Consultant. Otherwise, your relocation benefits will be impacted. • If you engage the services of a real estate agent for the sale and/or purchase of a home prior to receiving your employment offer, you will not be eligible for home sale and/or home purchase benefits under this Plan. • You are eligible for relocation benefit reimbursements if the distance from your old home to the new work location is at least 50 miles farther than the distance from your old home to your former work location. • The Company strongly recommends you complete your relocation as soon as reasonably possible after your Effective Transfer Date/Start Date.
Miscellaneous Allowance	<ul style="list-style-type: none"> • A Miscellaneous Allowance of \$5,000 is provided for items not reimbursable under this Plan, such as servicing household items, utility connections, driver's licenses, etc. • No receipts are required.
Home Marketing Assistance Program	<ul style="list-style-type: none"> • This program assists you with marketing and selling your current home. • Your BGRS Consultant will be your central point of coordination. • BGRS real estate agent referrals for two Broker Market Analyses (BMAs), proactive marketing, offer review, contract assistance and follow through until closing are included.
Home Sale Buyer Value Option (BVO)	<ul style="list-style-type: none"> • This program enables you to avoid out of pocket non-recurring closing cost expenses and, in a number of instances, tax withholding on this benefit. You do not attend the closing. • Home must meet certain eligibility requirements; otherwise a Direct Reimbursement Plan may apply for you.
Home Sale Closing Cost Assistance	<ul style="list-style-type: none"> • Close the sale of your home to an outside buyer through BGRS. • Eligibility tied to participation in the Marketing Assistance Program. • The BGRS Consultant will assist you in the document signing process.
For Sale by Owner	<ul style="list-style-type: none"> • Reimbursement of eligible Home Sale Closing Costs up to 3% of the sales price. • This benefit is outside of the scope of the BVO-defined benefits and is only mentioned here in the interest of completeness.
Home Rental Assistance	<ul style="list-style-type: none"> • A homeowner can elect to rent his/her home in the old location and will be reimbursed for a real estate broker's fee (up to 1 month's rent) and up to \$150 for advertising to obtain a tenant.

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House Hunting Trip	<ul style="list-style-type: none"> • House Hunting Trip for up to 5 days and 4 nights. • This House Hunting Trip is for you and your spouse and covers lodging, transportation and meals up to certain maximums. • Time off from work for the House Hunting Trip is not covered as a normal work day and you must use Paid Time Off (PTO) or unpaid time.
Rental Assistance	<ul style="list-style-type: none"> • Your BGRS Consultant can assist with your short term/long term rental needs in the new location. <ul style="list-style-type: none"> • If the employee leases a residence in the destination location and a finder's fee is customarily paid by the tenant (San Francisco, New York City, Boston, Chicago and Washington DC) an amount not to exceed one month's rent will be reimbursed with submission of documentation of the charges.
Temporary Living	<ul style="list-style-type: none"> • Expenses covered for up to 60 days of temporary lodging, meals and incidentals for you and your dependents. Receipts are required for lodging expenses.
New Home Purchase Assistance	<ul style="list-style-type: none"> • You must purchase your home through a real estate agent or broker selected by BGRS to be eligible for tax gross-up assistance on the eligible non-deductible closing costs. • The same BGRS Consultant will assist you with finding a new home. • Assistance includes needs assessment, agent selection, negotiation assistance and follow-through until closing.
New Home Purchase Closing Costs	<ul style="list-style-type: none"> • Reimbursement of approved New Home Purchase Closing Costs (including 1 discount point) to a maximum of 4% of the purchase price. • If you select an approved BGRS Preferred Lender, your eligible closing costs will be directly funded to your closing. • You must be a current homeowner in the old work location prior to receiving your offer to relocate to be eligible for this benefit.
Duplicate Housing	<ul style="list-style-type: none"> • If you have not sold your home and you have closed on a new home in the destination location, you are eligible for up to 60 days of Duplicate Housing costs. • You must participate in the Home Marketing Assistance program and comply with the guidelines. • Your old home expenses eligible for reimbursement include first loan mortgage interest, property taxes, homeowner's association fees/dues, hazard insurance premiums, security alarm service and reasonable costs for maintenance and utilities.
Household Goods Shipment, Storage and Vehicle Shipment	<ul style="list-style-type: none"> • Packing, transporting and unloading of household goods provided by professional movers for up to 18,000 pounds of allowable items. • Up to 30 days of storage in the old location OR up to 60 days storage in new location, but not both. • The Company will arrange for the shipment of up to 2 vehicles if your new work location is 400 miles or more from your old work location.
Trailer / Mobile Home	<ul style="list-style-type: none"> • If your primary residence is a trailer/mobile home, reimbursement of cost to transport the home to destination location in lieu of shipping 10,000 lbs. of household goods.

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Final Move Trip	<ul style="list-style-type: none"> • Mileage allowance for up to 2 vehicles if you drive to the new location OR • Reimbursement for public transportation costs for you and your dependents. Non-officer transferees are to use commercial air coach accommodations for all travel. • Time off from work to complete the Final Move is not covered as a normal work day and you must use PTO or unpaid time. • Must drive an average of 400 miles/day.
Spouse or Domestic Partner Employment Assistance	<ul style="list-style-type: none"> • You will be reimbursed for up to \$1,000 for spouse career assistance. • Covers resume preparation, special certificates, specialized training, placement counseling, etc. • Cost associated with service (up to \$1,000), if utilizing BGRS preferred supplier, will be directly paid to supplier
Repayment Agreement	<ul style="list-style-type: none"> • You are required to sign a Repayment of Relocation Costs Agreement. • The Agreement details the terms and conditions under which termination of employment will require relocation costs repayment.
Tax Assistance	<ul style="list-style-type: none"> • Most expenses subject to withholding are tax assisted by the Company. See your Relocation Plan Agreement for details.

For clarification or questions regarding the above, call Human Resources at OR discuss questions with your BGRS Consultant after you have accepted the position and BGRS has received a copy of Huntington Ingalls Industries' Authorization to proceed.