

KSO June 2021 - FAQs

Relocation

- 1. Chris Miner advocated for NNS-KS and promised that all employees would have a home at the SY after contract completion, at the same level as their current title. Is this and other promises made still valid? It's not stated in the contract therefore it presents a concern.**

It is still the intention of NNS to place employees wishing to return to NNS VA in a position at the same level. We are working with various divisions throughout the Shipyard, in particular NPD, Quality, Production and the Programs. You will not need to apply and compete for a new position, however if one is available you are interested in, we encourage you to apply. A salary evaluation is required for the new position. An employee might be placed into a new job title based on organizational needs and the employee's background and experience.

(Note: This does not apply to new hires after 1 Feb 2021. However, we will work to try and find everyone a position.)

- 2. What is being done to support team members that are expecting to return to VA? Nothing much has been advertised to the community.**

The ISCVN and KSO Program Offices, HR, and leadership are all working to ensure employees leaving KSO are able to transition into their next role. KSO Program Office and HR conduct quarterly manning reviews with all areas to keep track of when people are expected to complete their work. Once employees get within several months of their expected completion, they are contacted to confirm their future plans. HR works with them for placement/relocation or severance. Our timeline is to identify and begin their transition 6 months prior to their departure date from KSO.

- 3. Any perspective on the placement of people following their tour at KSO? Any positive comments about placement in VA.**

Only a few people have relocated back to VA at this point. As with any new process, there were some initial challenges. Positions were coordinated in advance and in some cases there were multiple options for the individual. There have been some who have chosen to seek out specific positions that they see being advertised. While this will not be required for employees completing their agreements, you may choose to do so. We encourage employees and managers to network with sister depts. in VA to be aware of opportunities for future development.

- 4. Any perspective on how many people were placed in a job vs. who applied and received a job offer. It would be nice to know people have made successful transitions if they were placed in a job vice going through the formal process (apply, interview, job offer).**

There have only been a handful of people who have completed their assignment and returned to VA at his point. Their positions were coordinated in advance and they did not have to "apply". In some cases there were multiple options for the individual. There have been some who have chosen to seek out specific positions that they see being advertised. While this will not be required for people completing their agreements, you may choose to do so.

- 5. Is there an increased risk of not finding a place in the shipyard because of a Reduction in Force (RIF) which occurred in late February at NNS?**

It is still the intention of NNS to place employees wishing to return to NNS VA in a position at the same level.

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- 6. There is overwhelming discussion on the RIF back in VA and many team members are nervous that they will be RIF'd once they get back.**

NNS is committed to its employees and exercises all available paths prior to deciding that a reduction has to be made. In the end, NNS is not immune to market pressures or at times the need to do more with less, but we have been able to keep the impacts to a minimum. The last RIF was less than ¼ of 1% of the entire NNS workforce.

- 7. There appears to be a workload valley at about the same time as we finish. Does sliding CVN74 and CVN79 to the right help fill that valley? Is ISCVN looking for all potential options throughout the yard (i.e other projects)?**

NNS looks at labor resource demands every quarter to determine manning levels. While there is currently projected a slight dip in the work for ISCVN, the total company volume, along with regular signals from KSO on our staffing plan, enables the various departments to be able to plan their manning accordingly. Additionally, some personnel may choose to seek out opportunities with TSD or HII.

- 8. If I return to VA and am not happy in the position I am moved into, will I be locked into that position or can I apply for other positions?**

You are always able to apply for open posted positions.

- 9. What if I have to return to VA prior to the completion of my ROH assigned work?**

If you leave KSO prior to completing your assigned work you forfeit your completion bonus. We ask that you discuss your individual situation with your manager and HR to see what options may be available.

- 10. We've heard employees are being blocked from leaving early to take a position they've applied and been chosen for. Is there any truth to that?**

Promotions cannot be blocked. At KSO the ability to block a lateral transfer can only come from the Site Director who has never exercised this authority. The normal hiring process is the losing dept. manager works with the hiring dept. manager to mutually agree on a transfer date. The transfer date may be extended until KSO can make arrangements to backfill or otherwise cover the work.

Schedule

- 11. How does the Rev F Schedule impact the team?**

The Rev F. schedule is a realization of a push in critical path as well as a realignment of work sequences. Most employees will be needed longer, but there will be instances where some employee's work will finish earlier than previously expected. The leadership team is conducting a comprehensive review of the plan to staff the work. Managers will be communicating with employees to keep you informed of how this will impact you.

Once the Rev F. staffing plan is complete, you can expect to receive a PCA Amendment that will reflect how the re-baselining impacts your assigned work, the Key Event the work is tied to, and when we expect that your work will be complete.

- 12. Can the company change the key event my Project Completion agreement is tied to, and does that align with previous discussions and language in the agreements?**

Yes. The purpose of the individual Project Completion Agreements is to ensure that we have the people needed to support the completion and closeout of the ROH. Each employee's agreement ties

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them to specific work that is needed to complete the ROH. The Key Event and the date listed in your PCA are indicators of when we expect that work will need to be completed. The Rev F re-baselining may have shifted where your work is in the schedule. This could result in the need to give you an updated date and/or Key Event to ensure the expectations are clearly communicated.

The statement currently in PCAs, "If, in the evolution of work it is determined your skills could be beneficial for an additional Key Event, and you are agreeable, an additional bonus plan will be constructed for you in a separate Project Completion Plan Agreement", is referring to a situation where an employee's skills align with the company's need to fill a different position. This statement does not apply to an employee who remains in the same position.

Bonus

13. Do we expect a cost cap on our completion bonuses given the ROH is extending?

Not at this point, but that may be a consideration if there are more schedule pushes. There is a very specific amount of available funds and the more the schedule pushes the greater the pressure on those funds.

New Work

14. Is there anything that can be discussed with the team about the stance on taking on new work to support NNL?

Consistent with the change in strategy for future site maintenance and NR's desire to complete the ROH, it is our expectation that NNS will complete the ROH and then closeout our operations at KSO.

15. Is there any sort of desire for NNS to stay, even with a limited presence?

At this point we have not been approached with, nor do we anticipate, any work for NNS at the Kesselring site after the ROH.

Virtual Inclusion

16. Due to COVID and everything in the shipyard going virtual, it seemed to tie the remote sites like KS more into the shipyard because everyone's doing WebEx meetings; compared to previously trying to take part in lunch and learns that were not designed to be compatible with call-ins from KSO. When things "return to normal" and in-person meetings resume, what can be implemented so they continue to tie in remote sites virtually?

Great Feedback. We will take this back and share with the shipyard. The goal is to provide all employees with the most beneficial experiences possible.

The use of WebEx, with material presented virtually, has become a part of our corporate culture. Even with the recent reopening of offices, we find that WebEx meetings continue to be a very valuable tool in the shipyard that are likely here to stay.