



**Newport News
Shipbuilding**

K70/19/CJM/37
October 23, 2019

Dear KSO Employees,

I would like to take a moment to provide an update on Newport News Shipbuilding's contract with the U.S. Navy regarding operations at the Kenneth A. Kesselring site. Since announcing the launch of our KSO Contract Conclusion website <http://www.huntingtoningalls.com/careers/kso-contract-conclusion/> last month, our leadership team has been working diligently to finalize transition plans. However, not much has been posted to the website as there hasn't been many updates to report.

With that said, I would like to share some recent updates with you. Last week, we received concurrence from the Navy about funding retention incentive proposals for NNS permanent non-represented employees supporting Kesselring site operations. Our compensation team is currently in the process of working to create an incentive package. As soon as we have additional information regarding the package, we will share this information with you. Thank you in advance for your patience as the team works to finalize details.

We are also continuing to explore opportunities in which we can hold a series of one-on-one sessions with permanent non-represented employees to answer questions, address concerns and provide all available options and resources for you to consider as you make future decisions that impact your career. Once the dates of these sessions are confirmed, you will be notified.

Please be aware that NNS plans to continue its hiring initiatives at Kesselring, as we still have much to accomplish over the next two and a half years. Positions will be posted to our careers website at www.buildyourcareer.com.

As always, if you have questions, please don't hesitate to contact your manager or HR Business Partner.

Sincerely,

Chris Miner
Vice President, In-Service Aircraft Carrier Programs

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