

**RELOCATION BENEFITS SUMMARY  
RENTER STANDARD PLAN**

Overall Dollar Limit: \$23,625.00

This is a summary of your relocation benefits. It 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"> <li>• <b>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.</b></li> <li>• 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.</li> <li>• The Company strongly recommends you complete your relocation as soon as reasonably possible after your Effective Transfer Date/Start Date.</li> <li>• Relocation benefits and all reimbursements must be completed within 365 days.</li> </ul>
Miscellaneous Allowance	<ul style="list-style-type: none"> <li>• A Miscellaneous Allowance of \$2,500 is provided for items not reimbursable under this Plan, such as servicing household items, utility connections, driver's licenses, etc.</li> <li>• No receipts are required.</li> </ul>
Lease Cancellation	<ul style="list-style-type: none"> <li>• You will be provided reimbursement of up to 2 month's rent, if necessary, for cancellation of a lease.</li> </ul>
House Hunting Trip	<ul style="list-style-type: none"> <li>• House Hunting Trip for up to 5 days and 4 nights.</li> <li>• This House Hunting Trip is for you and your spouse or domestic partner and covers lodging, transportation and meals up to certain maximums.</li> <li>• 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.</li> </ul>
Rental Assistance	<ul style="list-style-type: none"> <li>• Your BGRS Consultant can assist with your short term/long term rental needs in the new location.                             <ul style="list-style-type: none"> <li>• 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.</li> </ul> </li> </ul>
Temporary Living	<ul style="list-style-type: none"> <li>• Expenses covered for up to 30 days of temporary lodging, meals and incidentals for you and your dependents. Receipts are required for lodging expenses.</li> </ul>
New Home Purchase Referral	<ul style="list-style-type: none"> <li>• A referral to a BGRS real estate agent will be provided to assist you with finding a new home.</li> </ul>

## HUNTINGTON INGALLS INDUSTRIES

Relocation Benefit	Description
Household Goods Shipment, Storage and Vehicle Shipment	<ul style="list-style-type: none"> <li>• Packing, transporting and unloading of household goods provided by professional movers for up to 18,000 pounds of allowable items.</li> <li>• Up to 30 days storage in the old location OR up to 60 days storage in new location, but not both.</li> <li>• 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.</li> </ul>
Final Move Trip	<ul style="list-style-type: none"> <li>• Mileage allowance for up to 2 vehicles if you drive to the new location OR</li> <li>• Reimbursement for public transportation costs for you and your dependents. Non-officer transferees are to use commercial air coach accommodations for all travel.</li> <li>• 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</li> <li>• Must drive an average of 400 miles/day.</li> </ul>
Spouse or Domestic Partner Employment Assistance	<ul style="list-style-type: none"> <li>• You will be reimbursed for up to \$1,000 for spouse or domestic partner career assistance</li> <li>• Covers resume preparation, special certificates, specialized training, placement counseling, etc.</li> <li>• Cost associated with service (up to \$1000) will be directly paid if utilizing BGRS preferred supplier</li> </ul>
Repayment Agreement	<ul style="list-style-type: none"> <li>• You are required to sign a Repayment of Relocation Costs Agreement.</li> <li>• The Agreement details the terms and conditions under which termination of employment will require relocation costs repayment.</li> </ul>
Tax Assistance	<ul style="list-style-type: none"> <li>• Expenses subject to withholding are tax assisted by the Company. See your Relocation Plan Agreement for details.</li> </ul>

**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.**