

## Ask Andy Video Series: Video 1 | April 3, 2020

Hi, I'm Andy Green, president of HII's Technical Solutions division. I wanted to take a moment to give you an update on the COVID-19 crisis and how it's impacting Technical Solutions division.

First of all, I'd like to thank everybody for all that you're doing to combat this crisis. Whether it's teleworking, watching the kids because they're out of school or they can't go to daycare, working from different locations, social distancing, etc., all these things are really, really important to get through this pandemic, and I appreciate you doing that.

We at Technical Solutions have had four confirmed cases of COVID-19 across three different locations across the country, and all of the individuals who have been potentially exposed to these folks, these confirmed cases, have been notified, and we're taking all the necessary actions to ensure the safety of our employees and that those spaces are safe to work in.

So we'll continue to update you at a high level around the cases that occur in Technical Solutions, while at the same time observing all the privacy of the individuals involved, and I ask that you do the same thing.

One thing I will ask of all the people in Technical Solutions is that if you're symptomatic, do not come to work. Call your supervisor, seek medical attention, but do not come to work and put your friends and your colleagues and their friends and families all at risk by coming to work when you're potentially symptomatic.

We have policies and procedures in place to deal with exactly this situation. So if you're feeling symptomatic, call your supervisor, stay at home, don't put anybody else at risk. That's the only way we're going to mitigate the effects of this: Stay at home. So thank you for in advance for doing that.

In addition, I wanted to address a couple of questions that came up through the crisis management email: [crisismanagement@hii-tsd.com](mailto:crisismanagement@hii-tsd.com).

One of the things that came up was around child care, and a lot of folks are dealing with kids out of school, daycares that are closed, lack of childcare—a lot of issues around the disruption caused by this crisis. We have resources on the portal that you can go to. We have policies in place where you can work with your supervisor to get flex time. There's third-party applications and websites that we can refer you to. There's the HERO hotline. I encourage you to go to your supervisor or to the portal and take advantage of these resources that HII has put out there to help you with these childcare issues.

The other thing that came up is around the safety of government sites and people working at government sites. Keep in mind that at government sites, these are typically locally managed, and a lot of the way they're managed depends on the agency that's running it, and we don't typically manage that. We can control what we do and what our employees do and making sure that we adhere to all the CDC-recommended guidelines around social distancing and hygiene, etc.

I encourage you to follow the local guidelines based on your individual location. If there's an issue that we can potentially help with, let us know, let us get in contact with people. There are ways that we can influence policies at some of these locations. Sometimes we can, sometimes we can't. We'll do everything we can to make sure that HII employees are protected.

Another thing I wanted to hit was ethics and compliance. Just a reminder; I put out a note last week: Ethics and compliance still has to be at the forefront of everyone's mind. None of those policies have changed.

Ethics is the foundation of everything that we do. Don't forget: You've still got to follow all the policies. Be especially careful around things like time-charging. I don't want anybody to get tripped up inadvertently. So just be careful about following all our procedures.

So turning to some business updates: It's been absolutely amazing the way our TSD has just powered through this COVID-19 crisis.

We continue to win business. You'll see announcements, and you've seen the announcement about winning SWMS task orders, Fleet Support task orders. We've won Postal Service awards. We continue to see teams all around the world—hotspots around the world, with very difficult locations—people going above and beyond the duty to accomplish our mission of national security. People internally just pushing projects across the finish line that are going to help make our lives easier and get us through this. Things like my HR human resources system, the Salesforce implementation—all of that stuff is very important.

And on top of all that, we closed the acquisition of Hydroid marine robotics company up in Pocasset, Massachusetts. We welcomed the Hydroid team on board last week. It's fantastic to have them on board.

It just typifies how our division continues to move forward, we continue to grow, we continue to win contracts and win business, and it's a testament to the professionalism of the people in our division that we are powering through this. In the face of COVID-19, we continue to grow.

So thank you for keeping your eye on the ball. In addition to taking care of your families and all the other things going on, you continue to support our nation's security, and hats off to everybody who's doing that.

So, as a reminder, submit questions to [crisismanagement@hii-td.com](mailto:crisismanagement@hii-td.com). I'll take them, I'll address everything I can here, and keep up the good work.

Together, we'll get through this. I have no doubt we'll emerge on the back end even stronger. Thank you again.