

## A Video Message From Andy | March 23, 2020

Hi, I'm Andy Green, president of HII's Technical Solutions division.

I wanted to take a moment to express my appreciation for everything that you, our employees, have done to combat this COVID-19 crisis.

Across the board, the way that the division has responded to the COVID-19 crisis has been nothing short of amazing. People are following the precautions. They're doing the social distancing. They're teleworking. We have an amazing number of people--well over 2,000 people of the 5,400 or so people in the division are teleworking right now. We have people who are working different shifts. We have people working from different locations--in some cases, unfortunately, working reduced hours--but the way that the team has really embraced the precautions necessary to get through this crisis in this new reality, at least for the time being, has been nothing short of amazing, and I want to say it makes me proud to be part of a team that is so professional, so patriotic and is so adaptable in terms of adapting to these changing circumstances that severely disrupt our daily work and personal lives--like having kids at home while you're trying to telework--while at the same time continuing to fulfill our mission of national security. It's been nothing short of amazing, and I wanted to say that I certainly appreciate all your efforts on that.

Another thing I wanted to address was ... I've heard a lot of stories and anecdotes of people going above and beyond within the community, and I want to encourage you to continue to do that. People are going, not only taking care of themselves, but they're taking care of their co-workers, they're taking care of their families, they're also reaching out and taking care of their neighbors, other people they don't even know in the community, and I encourage you to continue to do that.

It speaks volumes about the character of the people in our division that they go out there and that they do that, and they help people who are in need who may not have the resources that we have, who may have been laid off, they may be shut-in, they may be elderly, they can't go to the store, they may be sick and they're too high-risk to go to the grocery store. There's just a lot of folks out there that could potentially use our help, and I highly encourage you to continue doing what you're already doing, and I'm already hearing a lot of stories about it--reaching out and helping those folks that need it in our communities because it really is the right thing to do, and it's the only way that we're going to get through this.

We, as a senior management team, continue to do everything that we can to help navigate the company through this crisis. We're absolutely making it a priority to take care of our folks. We want to make sure that we've got the programs in place, provide you the right resources, come up with all the policies for every scenario that we can think of. We're not going to come up, we're not going to get everything right the first time, but we're doing everything that we can to make sure that we take care of people and help people navigate through this crisis, and they know that Huntington Ingalls has your back as we go through this crisis.

So I encourage you, as we go through this--you know, I mentioned earlier helping out other people, but by the same token, if you need help, raise your hand, say something to your supervisor, say something to a co-worker, raise your hand, just to ask for it. We'll do what we can to make sure you get the help you need going through this crisis.

These are unprecedented times. Don't be embarrassed to ask for help. A lot of people are dealing with some really hard circumstances right now, and there's no shame in asking for help, so I encourage you to not only look out for your teammates and look out for the other people in your community, but also don't be afraid to ask for help. We will do everything that we possibly can to help you out.

So in closing, we will try to keep these messages going on a regular basis. We will keep you informed as we're informed. We will continue to work with officials at all levels to make sure that you have all the information you need and we have all the best information to make the best decisions possible and to do everything that we can to get through this crisis.

If you watch Mike Petters' video from yesterday, he said it before; I'll reiterate it: Our motto is "Hard stuff done right." I think he's exactly right. This is really hard. Getting through this is going to be hard, but based on what I've seen out of the folks in our division, I have no doubt that we're going to get it right, so thank you.