



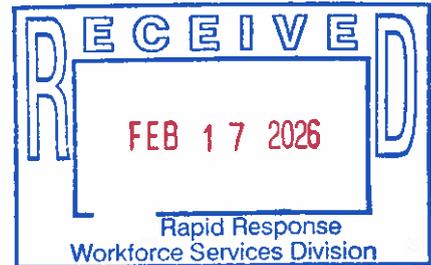
Mission Technologies division  
12730 Fair Lakes Circle  
Fairfax, VA 22033  
HII.com

February 17, 2026

Ms. Malissa Short  
Virginia Rapid Response Program Manager  
Rapid-response@virginiaworks.gov

Subject: Worker Adjustment and Retraining Notification (WARN)

Dear Ms. Short:



HII Mission Technologies ("the Company") was notified by our government customer that all IT and Cyber Network operations positions on the Navy Integrated Training Environment (NITE) contract will move to another contract vehicle. As a result, the Company is expected to experience a significant reduction in business. The Company anticipates that it may implement a reduction in force at the Dam Neck Oceana Government site located in Virginia Beach, VA.

Pursuant to the federal Worker Adjustment and Retraining Notification (WARN) Act, this letter provides formal notice of the potential reduction in force affecting the Company's employees, effective April 17, 2026. Today February 17, 2026, the Company will provide the required WARN Act notice to all affected employees. The reduction in force will commence on April 17, 2026, with all reductions scheduled to occur on that same date. This reduction in force will result in the elimination of approximately 74 positions at the Dam Neck Oceana location. This reduction in force will not result in a plant closure but will affect all employees who work in all IT and Cyber Networks operations on this contract for HII. Because of the nature of this reduction in force, the separation of these employees will be permanent. Lastly, the affected employees are not represented by a union.

If you need any further information, please feel free to contact me at 202-424-0338 or [neela.k.guthrie@hii.com](mailto:neela.k.guthrie@hii.com).

Sincerely,

A handwritten signature in cursive script that reads 'Neela Guthrie'.

Manager, HR Business Partner