



**MEMORANDUM OF AGREEMENT
BETWEEN
HUNTINGTON INGALLS INCORPORATED (INGALLS SHIPBUILDING DIVISION) AND
THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 733, AFL-CIO**

Whereas, Huntington Ingalls Incorporated, acting through its Ingalls Shipbuilding division ("Company"), and the International Brotherhood of Electrical Workers, Local 733, AFL-CIO ("Union") entered into a collective bargaining agreement ("CBA") extension effective March 13, 2022, and covering the Company's facility in Pascagoula, Mississippi; and

Whereas, the CBA shall not be amended or supplemented except by mutual written consent of the parties hereto; and

Whereas, all such amendments or supplements must be reduced to writing and signed by both parties; and

Whereas, the following Memorandum of Agreement ("MOA") is entered into between the Company and the Union for this purpose; and

Whereas, the CBA provides that each employee covered by the CBA shall become eligible for vacation pay on the yearly anniversary of his seniority date. This provision means that newly hired employees cannot use vacation pay in their first year of employment.

Whereas, this MOA seeks to establish a program to aid in attracting and retaining employees by advancing 16 hours of paid vacation to eligible employees with less than one year of seniority.

Specifically, the Parties agree to the following:

1. Eligible employees include all represented employees with less than one (1) year of seniority.
2. Eligible employees will receive an advance of 16 hours of the paid vacation they normally would be eligible for upon the one year anniversary of their seniority date.
3. Newly hired represented employees will receive the 16 hours of earned vacation after sixty (60) days of active employment. Eligible employees who have already completed sixty (60) days of active employment will receive the 16 hours of paid vacation promptly after execution of this MOA.
4. The parties agree that the 16 hours of paid vacation is an advance on the total amount of paid vacation eligible employees would receive on the first anniversary of their seniority date.

5. Eligible employees will be awarded the remaining hours of earned vacation required under the CBA on the first anniversary of their seniority date. For example, after receiving an advance of 16 hours of paid vacation, an employee who is eligible for 56 hours of vacation will be awarded the remaining 40 hours of earned vacation on the employee's first anniversary of their seniority date.
6. An eligible employee must meet all of the other requirements to be eligible for paid vacation, and the amount of earned vacation, on the first anniversary of their seniority date.
7. This pilot program will be terminated effective on December 22, 2023. This MOA may be extended by a signed, written agreement by the parties.

This MOA does not change any other term or condition of employment in the collective bargaining agreement.

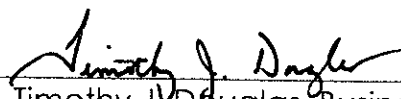
This MOA becomes effective upon signature of the parties named below.

In witness whereof, the Union and the Company, parties hereto, have caused this Memorandum of Agreement to be executed by their respective authorized agents with the last signature of the parties below signed on the _____ day of March, 2023.

FOR THE COMPANY

FOR THE UNION

Susan Jacobs, Vice President
Human Resources & Administration
Ingalls Shipbuilding division



Timothy J. Douglas, Business Manager
International Brotherhood of Electrical
Workers, Local No. 733

Donald Dorsey, Vice President
Operations and Manufacturing
Ingalls Shipbuilding division

R. Carlos Lett, Director
Labor Relations
Ingalls Shipbuilding division