

MEMO



TO All Employees

FROM Edmond Hughes, HII Executive Vice President and Chief Human Resources Officer

DATE Sept. 24, 2024

RE HII Scholarship Fund

Dear HII Employees,

I am writing with exciting news: For the 2024-25 school year 194 dependent children of HII employees have received HII Scholarship Fund awards. Administered by Scholarship America, I am so pleased for the students and their families who will receive new and renewed scholarships this school year. This has been a long-running program at HII to benefit our employees, their families and our communities.

With this year's awards, our totals now number 1,555 scholarships awarded/renewed for a total of more than \$3.6 million, providing education opportunities to more than 700 students over the life of the program! This amazing program is a reflection of our commitment to serve our employees, and their families.

Scholarships range from \$1,500 annually for students enrolled in two-year degree or vocational programs to \$3,000 per year for students enrolled in four-year programs. The fund also includes scholarships of up to \$3,000 toward qualifying pre-school education costs.

After reviewing all the applications and confirming eligibility based on pre-identified criteria, Scholarship America awarded:

- 30 scholarships for four-year college degrees
- 20 scholarships for two-year degrees
- 50 scholarships for early childhood school-readiness programs

Scholarships are renewable for students who remain enrolled in post-secondary education programs and continue to meet eligibility requirements. This year, 94 previously awarded scholarships were renewed.

At HII, we ask that employees practice the company's values — integrity, safety, respect, engagement, responsibility and performance — both at work and in their communities. We do the same, in service of the nation and you, our employees. As one of America's largest defense contractors, we have a responsibility to provide the best

to our nation, and to our employees and their families, who make what we deliver possible. HII's partnership with Scholarship America reflects the company's responsibility and commitment to its employees through investing in their futures through supporting their children's education.

You can visit the [HII Scholarship Fund page](#) to watch videos from previous award recipients about how the program has helped them further their education and to learn more about how you can make a tax-deductible donation to the fund.

Thank you to everyone who applied, and congratulations to all of the recipients and their families!

Next year's applications open in February 2025!

Edmond Hughes,

HII Executive Vice President and Chief Human Resources Officer