



Mission Technologies colleagues:

Today, I'm excited to announce two strategic changes to the way our division is organized and how we operate. In a visionary plan called "SHAPE 2030," we are:

- Consolidating from six groups into four:
  - All-Domain Operations, led by **Todd Gentry**
  - Global Security, led by **Michael Lempke**
  - Warfare Systems, led by **Grant Hagen**
  - Uncrewed Systems, led by **Duane Fotheringham**
- Aligning the four groups to a common operating model with specialized roles:
  - Operations Leader
  - Growth Leader
  - Portfolio Leader(s)
  - Quality Leader

I'm confident these changes will make us even more competitive, improve the quality of our services for our customers, and ensure the long-term health of our business.

Looking at our financial results the last two years—and especially this year—you might be thinking: *We're doing great. Why are we changing?*

The answer is simple: What got us *here* won't get us to *where HII wants to be*, which is \$20 billion in revenue by the year 2030. With shipbuilding revenues relatively consistent and predictable, Mission Technologies serves as the growth engine for HII.

Stand by for a message from your group leader with more information about SHAPE 2030. I also encourage you to visit the [SHAPE 2030](#) webpage for more resources, including a [video message](#) from leaders.

Our growth is unprecedented within HII—but not unexpected. We've planned and executed to get to where we are today. It's up to us to reinvent ourselves for what lies ahead.

We are already well on our way.

Let's do this. Let's SHAPE 2030!

Andy