



DUANE FOTHERINGHAM

PRESIDENT, UNCREWED SYSTEMS
MISSION TECHNOLOGIES



Mission Technologies colleagues:

I'm excited to write to you for the first time as the renamed Uncrewed Systems (UxS) group!

As you heard from Andy, we are making 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, Global Security, Warfare Systems and Uncrewed Systems.
- Aligning the four groups to a common operating model with specialized roles: Operations Leader, Growth Leader, Portfolio Leader(s) and Quality Leader.

Our group comprises unmanned underwater vehicles (UUVs), unmanned surface vehicles (USVs) and autonomy software. Operationally, we are what used to be the Unmanned Systems group, but we're changing our name to align with our customers and the market standard.

These changes are designed to:

- **S**ynergize capabilities across the division.
- **H**armonize operations across groups.
- **A**chieve competitive indirect rates.
- **P**ropel forward with a unified and cohesive culture.
- **E**mpower the workforce with a clear path forward.

I'm sure you have lots of questions. Stand by for an invitation to a town hall at 2 p.m. Eastern today.

In the meantime, please visit the [SHAPE 2030](#) webpage for more resources, including FAQs and a [video message](#) from the leadership team.

This is an exciting time for Mission Technologies. I can't wait to SHAPE our future with you!

Duane