



Frequently Asked Questions

In a visionary plan called "SHAPE 2030," Mission Technologies is:

- Consolidating from six groups into four:
 - All-Domain Operations
 - Global Security
 - Warfare Systems
 - Uncrewed Systems
- Aligning the four groups to a common operating model with specialized roles:
 - Operations Leader
 - Growth Leader
 - Portfolio Leader(s)
 - Quality Leader



These changes will make Mission Technologies more competitive, improve the quality of our services for our customers, and ensure the long-term health of our business.

Why are we reorganizing?

While Mission Technologies has been very successful, we need to re-shape the business to achieve our growth goals. As Andy Green said: "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 constant and predictable, it's up to Mission Technologies to make up the difference."

What is the timeline for the reorganization?

These changes will take effect on Oct. 28.

Where can I see the new org charts?

Org charts are available [here](#).

How do I know if my supervisor changed?

Reporting structures were updated in MyHR prior to the reorg. If your supervisor changed, you should have been informed. If you have questions and concerns, please contact your supervisor or Human Resources Business Partner.

Will the reorg impact the DDM rollout?

No. The IT team will use the same waves for the DDM rollout.

How will these changes impact CostPoint?

While the organizational changes take effect on Oct. 28, our financial reporting will not change until Jan. 1, 2025.

How should we price current proposals?

Use current pricing until the end of 2024. New pricing will begin on Jan. 1, 2025.

How will this affect our customers/clients?

Two of the main goals of these changes are to make us even more competitive (i.e., improve our pricing) and improve the quality of our services for our customers. For more information, please refer to the Customer Memo Template on the [SHAPE 2030](#) webpage.

Do we have new capabilities descriptions?

No, our capabilities remain the same. You can always refer to our [website](#) and our materials available on the Brand Central Station [here](#).

Should I update my email signature?

Visit [Brand Central Station](#) on Mission Technologies' intranet for signature guidance.

What if I have a question that's not addressed here?

Please direct questions and concerns to your supervisor or Human Resources Business Partner. You can also email questions to Communications@hii-td.com.