

MEMO



TO All HII Employees
FROM Chris Kastner
DATE Nov. 6, 2024
RE CEO Message on Leadership Change

Dear HII Teammates,

Today I am announcing three organizational changes at the highest levels of our shipyards.

Jennifer Boykin has announced her retirement as president of Newport News Shipbuilding, effective at the end of the year. With 37 years in the shipyard, starting in the nuclear engineering division, Jennifer has led Newport News Shipbuilding into the digital era, expanded capacity for our critical programs, and influenced the shipbuilding industry as a whole. You will not find a more loyal advocate than Jennifer for her shipbuilders, and the Hampton Roads community. I have asked Jennifer to stay on in an advisory capacity through March of 2025 to assist with the transition.

I have named **Kari Wilkinson** to succeed Jennifer as the next president of Newport News Shipbuilding, starting on Jan. 1, 2025. Kari's leadership has steered Ingalls Shipbuilding into its next phase of growth, having secured serial production contracts for both the destroyer and amphibious ship programs. She is a tremendous leader and brings her great energy and expertise now to NNS.

Taking the helm at Ingalls Shipbuilding will be **Brian Blanchette**, who steps into the role of president from his current position as vice president of quality and engineering, starting in the new year. Recognizing Brian's 28 years of contributions and leadership, I have every confidence in his ability to lead Ingalls shipbuilders through their next successful chapter.

Through these transitions, HII's mission — to build the world's most powerful ships and all-domain solutions, delivering advantage for our customers who protect peace and freedom around the world — is unchanged. Our values are unchanged. Our customers' needs cannot wait.

Please join me in congratulating our incoming shipyard presidents and supporting them in their leadership, and in wishing Jennifer a fulfilling retirement.

Respectfully,

Chris Kastner
President and CEO