

# MEMO



**TO** All Hill Employees  
**FROM** Paul C. Harris  
**DATE** July 30, 2025  
**RE** Organizational Announcement

Dear Hill Team,

I am pleased to announce that Jeffrica C. Key has been promoted to director, Corporate Sustainability, effective immediately.

Jeffrica has been a key member of Hill for 24 years starting at Newport News Shipbuilding. Her contributions across multiple functions — ranging from nuclear propulsion and operations training to government relations and sustainability — have demonstrated a consistent track record of innovation, leadership, and impact. Over the past two years as corporate sustainability manager, she has led the development and execution of Hill's sustainability report strategy, drove significant enhancements to our enterprise-wide sustainability governance structure, and facilitated critical improvements in our ratings from top sustainability agencies.

Her breadth of experience includes serving as a radiological controls technician, instructor, and manager across Operations, Human Resources, and Government & Customer Relations. She has consistently delivered meaningful change, including creating safety training that significantly reduced injury rates, designing industry-acclaimed workforce development programs, and helping amplify Hill's brand through impactful trade show and conference strategies.

Please join me in congratulating Jeffrica on her well-earned promotion. We look forward to the continued growth and innovation she will bring to our sustainability efforts and to the broader Hill enterprise.

Warm regards,

Paul C. Harris

Executive Vice President  
Chief Sustainability and Compliance Officer