MEMO

TO	All HII Employees
FROM	Edmond E. Hughes
DATE	Nov. 12, 2026
RE	American Corporate Partners Program

Dear HII Team,

As we honor our veterans this week, I am pleased to share that HII is continuing to support veterans as they transition from military to civilian life through our ongoing collaboration with American Corporate Partners (ACP). This organization pairs transitioning service members and veterans with experienced mentors from corporate partners like HII to aid in their career development and help them smoothly transition to the private sector. Military spouses are also eligible to be paired with a mentor to help with professional growth while navigating the unique challenges of military life. Mentorship topics typically include career exploration, resume writing and interview preparation, and managing work-life balance. Mentorship sessions are conducted virtually and outside of work hours. Additionally, mentors have access to a support line throughout the year to ensure successful mentorship experiences.

We encourage you to consider becoming a mentor as ACP anticipates more than 1 million veterans are expected to transition from the armed forces to civilian life over the next five years. Your participation requires only one hour per month for the upcoming year, yet it can have a significant impact on a veteran's life. You can learn more by visiting the ACP website and you can sign up as a mentor here. Please use the code **HIIACP.**

Thank you for considering this meaningful opportunity to support our veterans.

Warm regards,

Edmond E. Hughes

Edmond E. Hughes
Executive Vice President & Chief Human Resources Officer