



Stoller Newport News Nuclear
A Subsidiary of Huntington Ingalls Industries

January 1, 2015

Dear Employees:

The Stoller Newport News Nuclear, Inc. (SN3) is a diverse company committed to equal opportunity. We believe our employees are our most valuable resources, and we develop and conduct our human resources programs and services to best reflect that belief. We also believe it's important to value each employee and comply with all federal, state and local laws in this arena.

At Stoller Newport News Nuclear, Inc., we embrace diversity and inclusion. We are committed to treating our employees with fairness, dignity and equal consideration in a manner free of any bias, prejudice, or harassment. I expect all employment decisions to advance the principle of equal employment opportunity and affirmative action. All action involving our employees will be administered without regard to race, color, national origin, religion, sex, sexual orientation, gender identity, age, and disability or veteran status of any individual group.

Every member of management is accountable for communicating and carrying out the SN3 Affirmative Action policy within his or her area of responsibility. Stoller Newport News Nuclear, Inc., Ethics Officer is responsible for coordinating the administration of corporate policy and for interpretation of its requirements.

The Affirmative Action Program is available for review in the Corporate Office upon request during regular business hours.

I ask for your continued support and assistance in attaining these objectives.

Sincerely,

A handwritten signature in black ink, appearing to read 'N. Lombardo', written over a white background.

Nick Lombardo
President