



COMMONWEALTH of VIRGINIA

Department of Veterans Services

Paul E. Galanti
Commissioner

Telephone: (804) 786-0286
Fax: (804) 786-0302

July 31, 2012

Mr. Mike Petters
President and Chief Executive Officer
Huntington Ingalls Industries
4101 Washington Avenue
Newport News, Virginia 23607

Dear Mike,

Thank you for your request dated July 31, 2012 to enter the Virginia Values Veterans (V3) Certification Program. We have verified you have received the training required to execute a Veteran Talent Acquisition and Retention (Vet Pipeline) Program to meet our future hiring needs and you understand how to focus our hiring and retention efforts to specifically hire and retain Veterans. We will add your company to our growing list of companies who are re-capitalizing their workforce with this wonderful American resource. We have recorded the following information. Huntington Ingalls Industries is a Industry in the Enterprise category. Over the next year, Huntington Ingalls Industries expects to hire 18% new employees during 2012 of which you intend to hire 100% Veterans. You also pledge to retain 100% employees for at least 1 year.

The Virginia Values Veterans certification program is re-capitalizing Virginia's workforce with Veterans and your participation is critical to the effort of energizing Virginia's economy and being an example of how Virginia Values Veterans.

To recognize your efforts you are cordially invited to the next Virginia Values Veterans Conference and Training Session to be awarded your certification. My staff will be in contact with you to schedule a mutually convenient date. Also, we will be regularly communicating with your to capture your lessons learned and best practices so we may share them with other Virginia companies like yours.

We look forward to seeing your year-end report to validate your V3 efforts and continuing in the V3 Certification Program for many, many years to come. Great seeing you yesterday. What a great operation you run! Check your '82 Lucky Bag!

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Paul E. Galanti".

Paul E. Galanti
Commissioner

AN EQUAL OPPORTUNITY EMPLOYER

900 East Main Street, Richmond, Virginia 23219

www.virginiaforveterans.com



Mike Petters
 President and Chief Executive Officer
 4101 Washington Avenue
 Newport News, VA 23607
 Telephone 757-688-0726 Fax 757-688-1050
 mike.petters@hii-co.com

July 31, 2012

Commissioner Paul Galanti
 Virginia Department of Veterans Services
 900 East Main Street
 Richmond, VA 23219

Dear Commissioner Galanti:

Please know that Huntington Ingalls Industries (HII) is very committed to hiring U.S. veterans as part of our workforce. This is a commitment that has been in place for a very long time, through wars dating back more than 100 years ago, and is part of our core approach to work force development. We strongly believe, and have evidence to support this belief, that veterans make excellent employees at HII, not only due to their time in uniform, but also because employment here provides them the opportunity to continue their service to America.

It's with this stated commitment that we request to enter into the Virginia Values (V3) Certification Program. We currently have approximately 5,500 veterans on our roll at HII, about 15 percent of our total employment. In fact, at Newport News Shipbuilding, 18 percent of our new hires in 2012 are veterans, representing a 100 percent increase from 2010. I've included some specific numbers in the chart below. We fully intend to continue to increase that percentage assuming the economics of our business enables us to keep adding to our workforce. To help accomplish this, we've recently hired a Human Resources recruiter who is also a veteran.

Please know that the company I lead, HII, fully supports your efforts. Also know that as a former Navy submarine officer, retired Navy reservist, and resident of Virginia, I applaud your work on behalf of veterans. It is much appreciated. I look forward to hearing from you soon.

Sincerely,

	HeadCnt	All Hires	Vets Hired	Vets hired as a %	Still Employed as of 7/1/12	Still Employed as a %
2010	19,000	2,507	228	9%	153	67%
2011	19,500	3,244	404	12%	340	84%
YTD 2012	21,650	1,653	300	18%	276	92%