



Mission Conversion Services Alliance



Transition Update

As we continue navigating the transition to MCSA, I want to take a moment to share a few reflections—and express sincere appreciation for the collaboration that's helping us move forward with purpose. Above all, people remain our priority.

Among the many transition activities underway, one of the most critical has been mapping employees into the new organization. Doing this thoughtfully and correctly requires deep coordination across teams, and I'm proud to say that our partnership with the United Steelworkers (USW) has been instrumental in that effort.

Together, we've worked to minimize disruption—to both the work and to individual employees—by adhering to the Collective Bargaining Agreement and conducting seniority-based polling to guide every represented employee move.

We've also made significant progress in preparing for Day 1:

- ✓ Organizational structures have been developed and staffed to support the new scope of work beginning October 1.
- ✓ Plans and procedures are being revised to ensure safe, compliant operations from the start.
- ✓ Training records and qualifications are being reviewed to identify and resolve any gaps before employees are assigned to specific roles.

This is a complex transition, and its success depends on the commitment and collaboration of everyone involved. I want to extend my sincere thanks to USW President Andria Tipton and her leadership team for their partnership, professionalism, and shared commitment to a smooth and equitable transition.

From Andria Tipton, USW Local 689 President:

"It has been a genuine pleasure working with your MCSA transition team over the past few months. While we've encountered a number of challenges along the way, I'm proud of the collaborative spirit and problem-solving mindset that have guided our efforts. Together, we've navigated complex issues and found meaningful solutions that support a smooth and equitable transition. I appreciate the professionalism and responsiveness your team has consistently demonstrated, and I look forward to continuing our work together as we move into the next phase."

We're grateful for the trust, transparency, and teamwork that continue to define this process—and we remain committed to keeping people at the center of every decision.

Best regards,

Pete Coutts
Portsmouth Plant Manager

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