

Bath Iron Works Economic Final Offer Summary

Bath Iron Works is offering a 3-year contract with general wage increases for all employees in each year of the contract, a ratification bonus, expanded life insurance options, and continuations of two retirement plans and three healthcare plans for employees and their families.

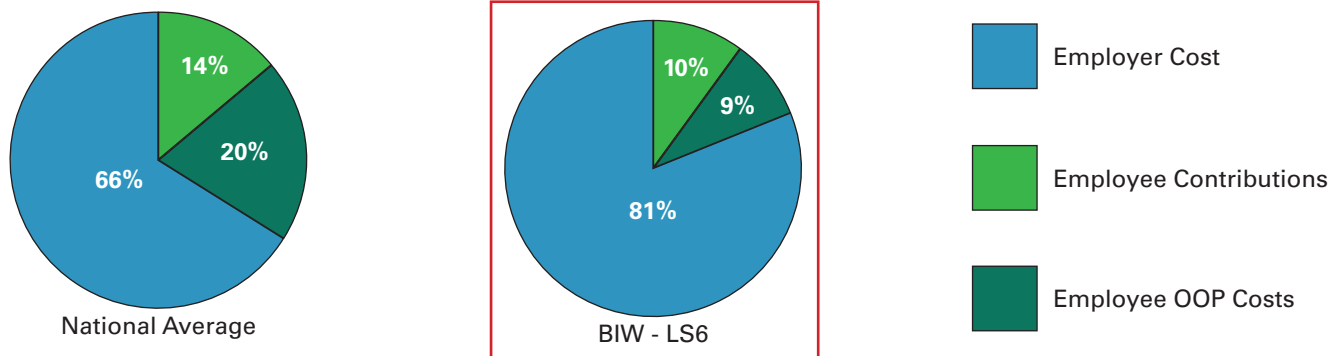
Duration	3 Years: 6/22/2020 to 5/14/2023
Ratification Bonus	\$1,200
General Wage Increases (GWI) for All Employees	Year 1: 3% GWI retroactive to May 18, 2020 Year 2: 3% GWI effective May 17, 2021 Year 3: 3% GWI effective May 16, 2022
Shift Premiums	Maintain current shift premium
Pension	Increase current contribution rate as follows, in accordance with the Preferred Schedule of Pension Fund's Rehabilitation Plan (from \$2.85 to \$3.07): Effective June 2020: \$0.07 Effective June 2021: \$0.07 Effective June 2022: \$0.08
401(k)	Maintain current Company match
Basic Accident & Sickness (A&S)	Increase \$25 (from \$250 to \$275 per week)
Life Insurance	Basic: Maintain current benefit Supplemental: Expanded options for Employee life, introduce options for Spouse and Child life in 2021
Health Care	See Table On Page 2

BIW Health Benefits Exceed National Averages

Bath Iron Works understands that healthcare is vitally important to our employees and has provided health benefits that exceed national averages. The Company's offer maintains that by keeping employee costs low and offering choices to our employees and their families.

- BIW pays for about 80% of the cost of your healthcare coverage. This is well above the national average.
- BIW offers Local S6 employees three different healthcare plans so that employees can pick the right level of coverage for themselves and their family.
 - In fact, a 2019 study by the Kaiser Family Foundation shows that, among large companies, fewer than 15% offer three or more healthcare plan choices.
- Annual wage increases will offset healthcare cost increases by an overwhelming margin. The average employee will retain roughly 90% of the general wage increases (GWIs) offered in this package with these market-leading health care options.

BIW Employee Share of Total Health Plan Cost vs. National Average*



*National average based on Willis Towers Watson database

BIW Personal Health Account Plan (PHAP) Current vs. BIW Offer

Medical* (Single/Family)	Current	BIW Offer
Deductible	\$1,500/\$3,000	\$1,500/\$3,000
Health Savings Account (HSA)	\$0/\$0	\$600/\$1,200
Out of Pocket Maximum	\$2,000/\$4,000	\$2,000/\$4,000

BIW Physician Open Access Plan (POA) Current vs. BIW Offer

Payroll contributions increase 5% annually 2021-2023

Medical* (Single/Family)	Current	BIW Offer
Deductible	\$600/\$1,200	\$800/\$1,600
Office Visit Copays**	\$35/\$50	\$35/\$50
Inpatient Hospital Stay	20% After Deductible	20% After Deductible
Outpatient Surgery	20% After Deductible	20% After Deductible
Emergency Room	20% After Deductible	20% After Deductible
Out of Pocket Maximum	\$1,900/\$3,800	\$2,500/\$5,000
Pharmacy Copays (Generic/Preferred/Non-Preferred)	Current	BIW Offer
Retail Rx	\$10/\$50/\$120	\$15/\$65/\$150
Mail Order	\$20/\$100/\$240	\$30/\$130/\$300

BIW PCP Select (PCPS) Current vs. BIW Offer

Payroll contributions increase 5% annually 2021-2023

Medical* (Single/Family)	Current	BIW Offer
Deductible	\$150/\$300	\$250/\$500
Office Visit Copays**	\$25/\$30	\$25/\$30
Inpatient Hospital Stay	\$500	\$500
Outpatient Surgery	\$250	\$250
Emergency Room	\$200	\$200
Pharmacy Copays (Generic/Preferred/Non-Preferred)	Current	BIW Offer
Retail Rx	\$10/\$40/\$100	\$15/\$50/\$120
Mail Order	\$20/\$80/\$200	\$30/\$100/\$240

**In-network benefits*

***Primary care physician/specialty care physician if applicable*

For more information please see the negotiations section of the BIW website at www.gdbiw.com/employees/negotiations