



INNOVATIVE ON LAND.
EXCEPTIONAL AT SEA.

March 3, 2025

AUSTAL USA COMMUNICATIONS

Second Shift Premium Doubling to \$2/hour: Seeking Volunteers for Second Shift

Austal USA Teammates,

What's Happening:

In an effort to reduce the number of Production Operations employees who are assigned to rotate to second shift every three months, we are increasing second shift premium from \$1 to \$2 an hour and seeking volunteers from Production Operations for permanent assignment to second shift.

How Will Employees In Other Departments Who Work Second Shift Be Impacted:

The call for volunteers for a permanent assignment to second shift is only for Production Operations employees, not for employees in any other departments, such as Safety, Site Services, Logistics, AWC, etc. However, the second shift premium will increase from \$1 to \$2 an hour for all employees working second shift, regardless of which department they are in.

When:

These changes are effective April 7, the first day of the next planned rotation to second shift.

How Do I Volunteer for Second Shift:



Please use the QR code linking to a pulse survey to express your interest in volunteering for second shift. Simply fill out the basic information and submit. Please submit your pulse survey by Friday, March 14.



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How Long:

Volunteers should plan to spend 12 months on second shift before asking to return to day shift. If there is an emergency or your circumstances change, the company will evaluate requests to transfer to day shift on a case by case basis.

What about Thanksgiving and Christmas Holidays for second shift:

For 2025, Thanksgiving and Christmas Holidays for second shift are as follows:

- Thanksgiving: Work Mon-Wed 11, 11 and 8 hours. Holiday pay Thursday (10 hrs) and Friday (8 hrs)
- Christmas: Work Mon-Wed 11, 11 and 8 hours. Holiday pay Thursday (10 hrs)

For both Thanksgiving and Christmas week, Wed shift will be from 12:00pm noon to 8:30pm

What Happens After I Volunteer:

We will evaluate the list of volunteers with our business needs and make assignments to try to best balance business needs and employee wishes. If you volunteered for second shift, we will inform you either way whether you will be assigned to second shift or will remain on first shift.

If we do not receive sufficient volunteers to meet business needs, we will still need to make assigned rotations as planned on April 7.

A handwritten signature in black ink, appearing to read "Gene Miller".

Gene Miller
Vice President of Operations | AUSTAL USA



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