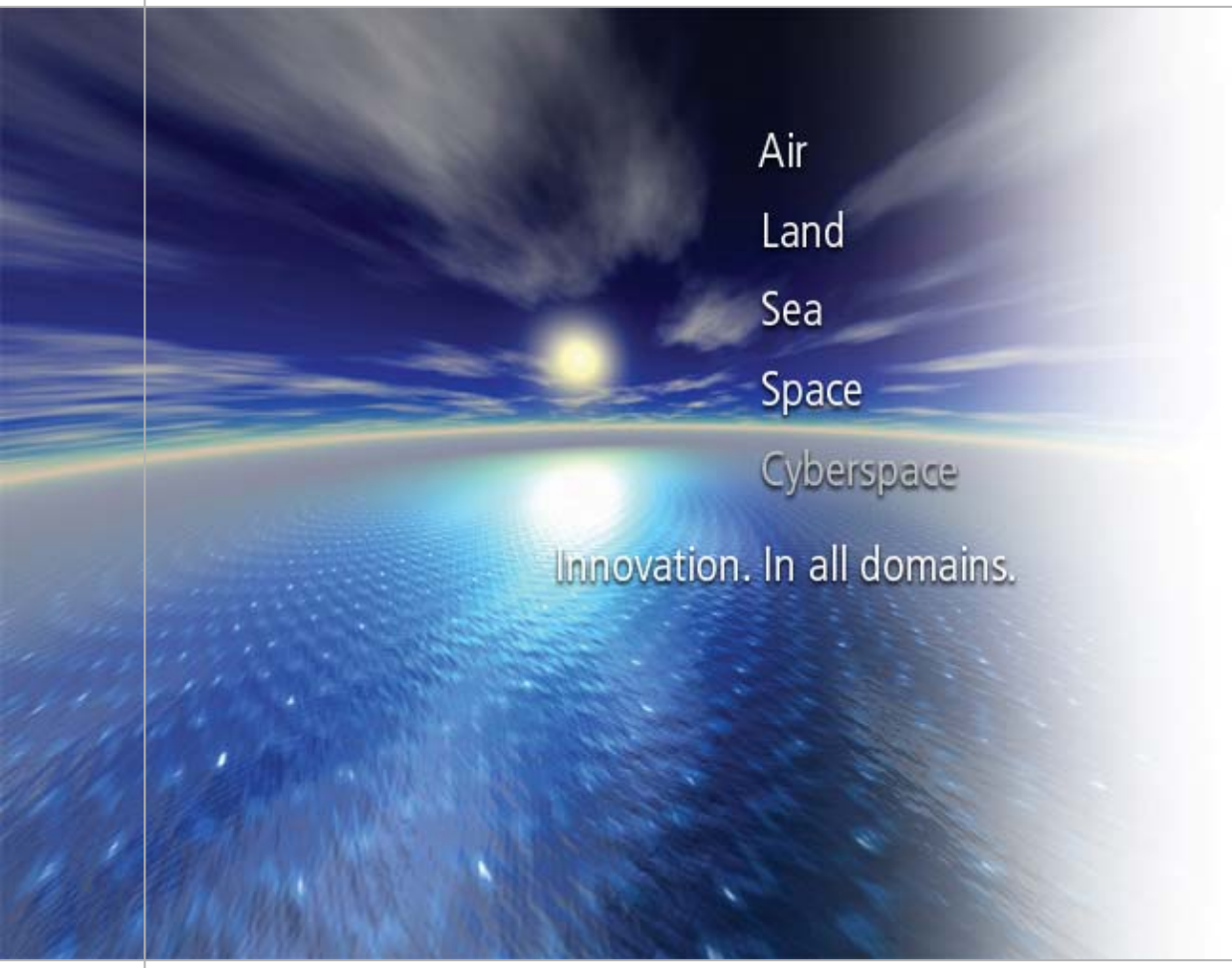
Raytheon

Customer Success Is Our Mission



Company Overview

July 2008

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Raytheon … Who We Are

We are …

- A technology leader specializing in defense, homeland security and other government markets throughout the world.
- 2007 Sales: $21.3 Billion
- More than 72,000 employees worldwide
- Headquarters: Waltham, Massachusetts

Our Vision …

To be the most admired defense and aerospace systems supplier through world-class people and technology.

Global leader in technology and innovation

Raytheon … Our Strategy for 2008

- Focus on key strategic pursuits, Technology and Mission Assurance to protect and grow our position in our four core defense markets:
  - Sensing: Expand beyond traditional RF/EO to adjacent markets;
  - Effects: Expand beyond kinetic energy-based weapons;
  - C3I: Grow market presence through increased footprint and expand knowledge management;
  - Mission Support: Provide total life-cycle support.
- Leverage our domain knowledge in these core defense markets, as well as in Mission Systems Integration, Homeland Security and Information Assurance/Information Operations.
- Expand our international business by increasing defense sales and seeking adjacent opportunities.
- Be a Customer Focused company based on Performance, Relationships and Solutions.

A technology-driven growth strategy

Raytheon … Our Goals

- **Customer** – Be regarded as a Customer Focused company.
- **Growth** – Grow revenue faster than the market. Build on good performance in improving cash flow. Execute well and with predictability.
- **People** – Retain and attract world-class talent while providing superior opportunities for employee development. Treat all employees with respect. Leverage our diversity efforts as a competitive advantage, continuing Raytheon's leadership in diversity.
- **Productivity** – Improve ROIC for Raytheon Company. Take Raytheon Six Sigma™ to the next level, further engaging customers and partners. Deliver greater value and predictability through the Integrated Product Development System (IPDS), Earned Value Management System (EVMS) and Capability Maturity Model® Integration (CMMI®).

Raytheon customer focus is a total commitment

Raytheon … Our Values

People

- Treat people with respect and dignity.
- Welcome diversity and diverse opinions.
- Help our fellow employees improve their skills.
- Recognize and reward accomplishment.
- Foster teamwork and collaboration.

Integrity

- Be honest, forthright and trustworthy.
- Use straight talk; no hidden agendas.
- Respect ethics, law and regulation.

Commitment

- Honor commitments to customers, shareholders, the community and each other.
- Accept personal responsibility to meet commitments; be accountable.

Excellence

- Improve performance continually.
- Stress quality, productivity, growth, best practices and measurement.
- Always strive to be the best.

Culture of performance

Raytheon … What We Do

Raytheon is a leading technology company that consistently delivers superior performance, relationships and solutions to our customers, helping them meet their national security and defense needs, both at home and abroad.

Our core market capabilities in Sensing, Effects, C3I and Mission Support help us bring the right solutions to our customers today, and meet their evolving missions of tomorrow.

Our technology, systems engineering expertise, processes, tools and world-class talent allow us to provide unmatched Mission Systems Integration capabilities to our customers and partners.

We are singularly focused on our promise of Mission Assurance, so that whenever a customer sees the Raytheon name, they will have NoDoubt™ that our solutions will perform, as promised, to deliver success.

Proven Performance

Core Market: Sensing

Technologies that acquire data and deliver actionable information needed for effective battlespace decisions.

Raytheon Sensing technologies span the full electromagnetic spectrum, including electro-optical, radio frequency (RF), hyperspectral, acoustic and ultraviolet systems.

The Active Electronically Scanned Array (AESA) radar allows pilots to engage long-range targets with exceptional accuracy and greatly reduced vulnerability. Decades of RF leadership stand behind Raytheon's latest generation of AESA radar.

Meeting U.S. Navy, Air Force and Air National Guard needs

Core Market: Effects

Technologies that achieve specific actions or outcomes — from striking targets to disabling hostile information systems.

Raytheon solutions cover a range of current and next-generation Effects, supported by advanced capabilities in areas ranging from airframes, guidance and navigation systems to high-resolution sensors and targeting systems.

One demonstration of our leadership in missile defense technology is the Standard Missile-3 (SM-3) sea-based system.

Spanning the gamut of current and emerging technologies

Core Market: C3I (Command, Control, Communications and Intelligence) Systems

Raytheon

Integrated Command, Control, Communications and Intelligence systems that optimize operational planning and execution.

C3I systems provide integrated real-time support to decision-makers on and off the battlefield, transforming raw data into actionable intelligence.

An example of our C3I technology is Raytheon's Navy Multiband Terminal (NMT). NMT antennas combine precise pointing with seamless redundancy to provide secure 43-GHz transmission multiple simultaneous satellite communication paths.

Systems covering ground, sea, air and space operations

Core Market: Mission Support

Total life-cycle solutions that deliver assured performance, no matter the mission, no matter the platform.

Successful missions require complex technologies to be deployed in demanding circumstances. Mission Support spans them all. Raytheon addresses every issue in this vast market, from information management to maintenance and obsolescence.

Warfighter FOCUS, a Raytheon-led consortium of more than 60 companies, provides Mission Support solutions to the U.S. Army for live, virtual and constructive training.

Systems and solutions to ensure flawless performance

International

Government and defense customers on every continent rely on over 8,000 Raytheon programs for innovative technology solutions.

Raytheon technologies serve core-market customers in 80 nations, with applications ranging from command and control to missile defense.

International opportunities continue to grow across adjacent markets. Our eBorders contract win with the UK Home Office confirms Raytheon's global leadership in homeland security.

Contributing to a safer, more stable world

A Customer Focused Company

Performance, relationships and solutions: these are the pillars that have supported the company's progress — and these are the principles, combined with our process discipline, that continue to deliver strong results.

We are a Customer Focused company based on:

- Performance – Promises made, promises kept.
- Relationships – Listen, anticipate, respond and follow through with our customers, partners and each other.
- Solutions – Develop and provide superior customer solutions.

Customer Success Is Our Mission

Mission Assurance

PERFORMANCE

Mission Assurance

By taking an integrated approach across the company, we have brought our Mission Assurance promise of NoDoubt™ performance to unprecedented levels.

NoDoubt confidence to achieve mission success

Who We Serve

RELATIONSHIPS

The Raytheon culture has enormous respect for service. Our customers are men and women in uniform, and a number of our employees are reservists on active duty or veterans themselves.

Our international allies and friends are important partners in defense and security around the world.

Our goal is to earn and maintain the trust of our customers

Mission Systems Integration

SOLUTIONS

Mission Systems Integration

refers to the integration of multiple systems working seamlessly together to meet a single goal.

Our breadth of domain knowledge and advanced systems engineering capabilities enable us to identify, synthesize and deliver all the elements needed to meet urgent mission needs in integrated, manageable form.

Solutions that meet our customers' most urgent needs

An Inclusive Culture

DIVERSITY

Raytheon believes in an enterprise-wide culture that is welcoming, respectful and supportive of all of our employees.

Our commitment is to build an inclusive culture that:

- Recognizes uniqueness
- Empowers each employee
- Values all contributions and contributors
- Leverages its diverse workforce to maximize Raytheon's competitive advantage

Valuing different ideas; putting a premium on respect

Inspiring Interest and Excitement in Math

TALENT

We hope to make a difference in the lives of young students by showing them the path that focuses on math and science leads to an exciting and rewarding future.

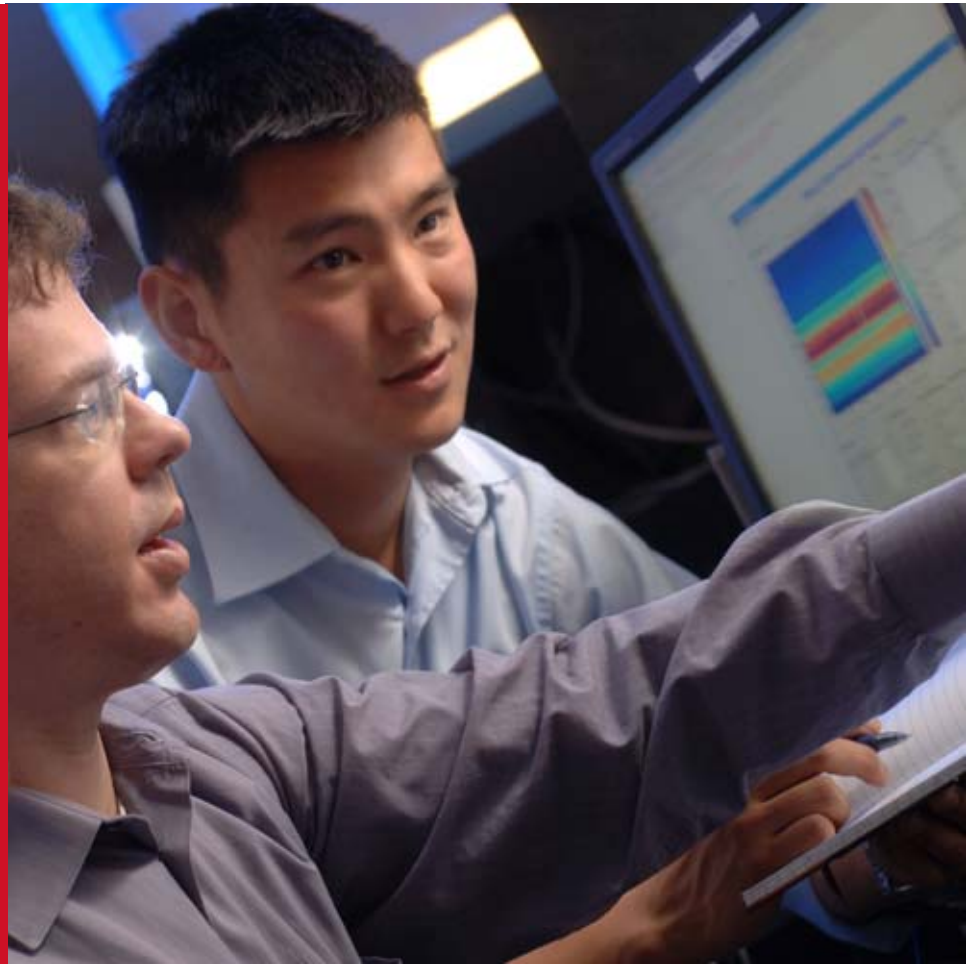
Raytheon supports a number of educational initiatives to ensure the talent pipeline remains full well into the future:

- MathMovesU™
- MATHCOUNTS®
- VolunteerMatch™
- FIRST Robotics
- Raytheon Scholars program

Securing the technical talent pipeline for the future

A Culture of Learning

LEARNING



A key element of our learning process is embedded in our Raytheon Six Sigma™ efforts. R6σ® is a disciplined, knowledge-based approach used to increase productivity, grow the business and enhance customer satisfaction.

With each project and each employee experience, we learn more about process improvement and about providing value to the customer.

Raytheon Six Sigma is part of our DNA structure

Integrating Stewardship Into All We Do

STEWARDSHIP

Good stewardship is a part of everything we do, everyone we interact with, and everything we stand for.

Raytheon has an ongoing commitment to corporate citizenship and a responsibility to act as an executive steward of the many resources — human, environmental, educational and financial, to name a few — that Raytheon influences as a business leader.

Stewardship means being a good corporate citizen

Leadership Team

Raytheon Chairman and CEO
W.H. Swanson

Integrated Defense Systems
D. Smith

Intelligence and Information Systems
M. Keebaugh

Missile Systems
T. Lawrence

Network Centric Systems
C. Schottlaender

Space and Airborne Systems
J. Jones

Technical Services
R. Yuse

Raytheon VP
L. Francesconi

Corp BD and International Operations
T. Culligan

Raytheon Evaluation Team
M. Hoeffler

Internal Audit
L. Harrington

Contracts and Supply Chain
J. Harris

Engineering, Technology and Mission Assurance
M. Russell

Human Resources
K. Peden

Information Technology
R. Rhoads

Legal
J. Stephens

Finance
D. Wajsgras

Corporate Affairs and Communications
P. Wickham

Business Leadership Team

Chairman and CEO
Bill Swanson

Integrated Defense Systems
Dan Smith

Intelligence and Information Systems
Mike Keebaugh

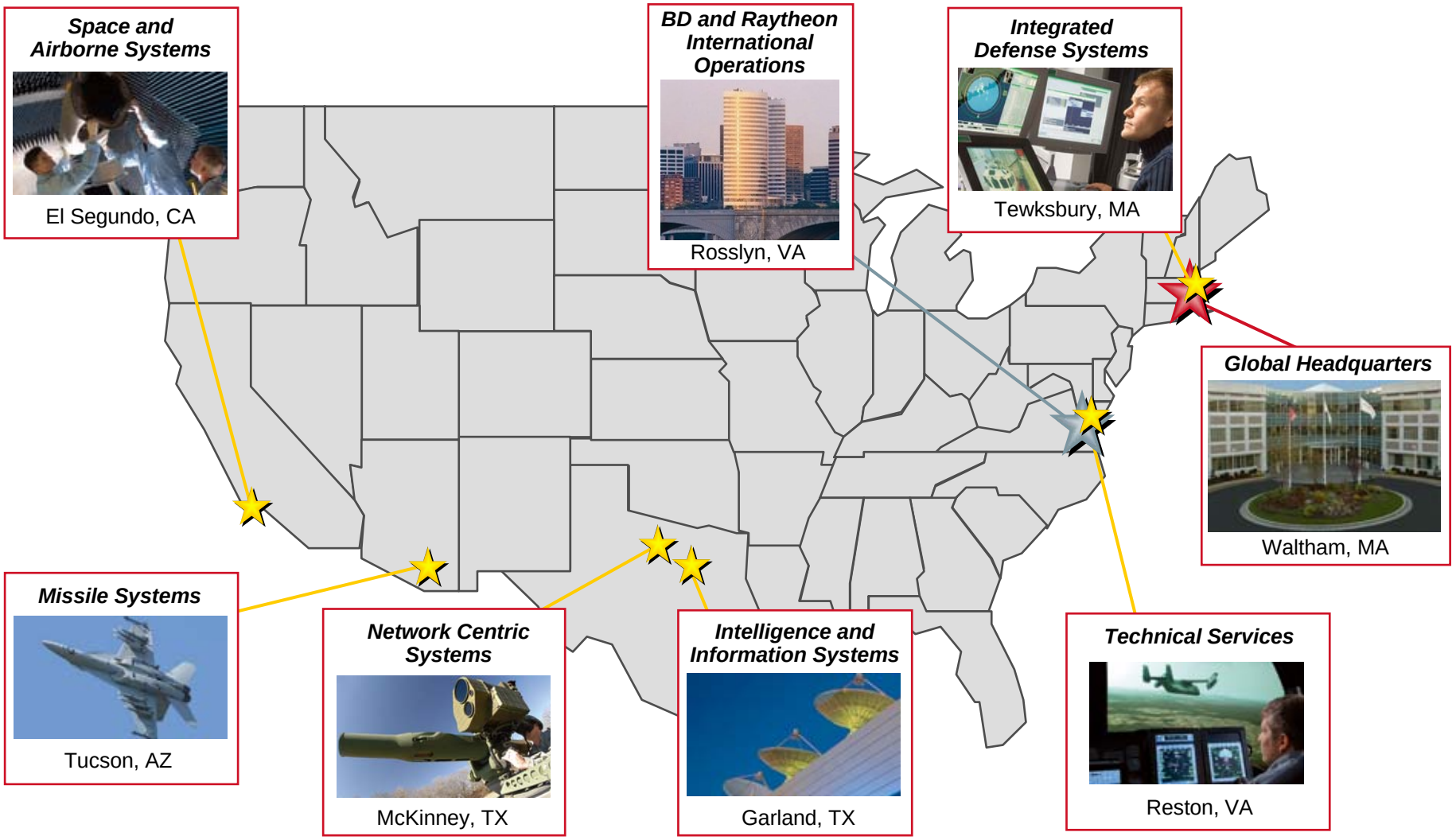
Missile Systems
Taylor Lawrence

Network Centric Systems
Colin Schottlaender

Space and Airborne Systems
Jon Jones

Technical Services
Rick Yuse

Raytheon Business Headquarters



72,000 employees; 2007 revenue: $21.3B

Raytheon

Integrated Defense Systems

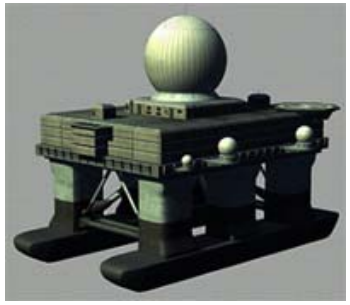
Industry-leading Mission Systems Integrator for the joint battlespace

Daniel L. Smith
President

2007 Revenue: $4.7B
Employees: 13,500
HQ: Tewksbury, MA

International

Naval



Ballistic Missile Defense

Integrated Air Defense

Raytheon

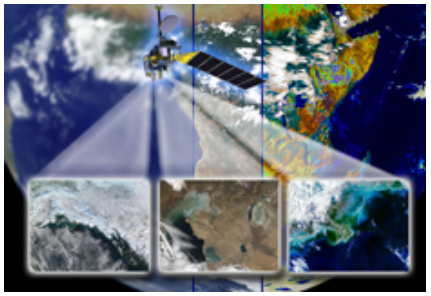
Intelligence and Information Systems

Leading intelligence and information solutions for a global customer base

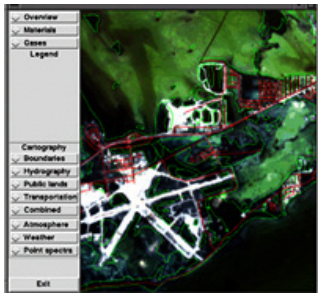
Michael D. Keebaugh
President

2007 Revenue: $2.7B
Employees: 9,000
HQ: Garland, TX

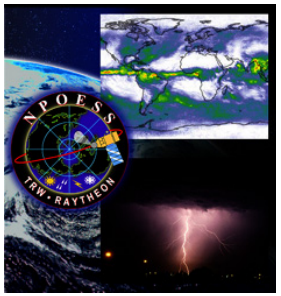
Distributed Common Ground System



National Polar-orbiting Operational Environmental Satellite System



Geospatial Systems

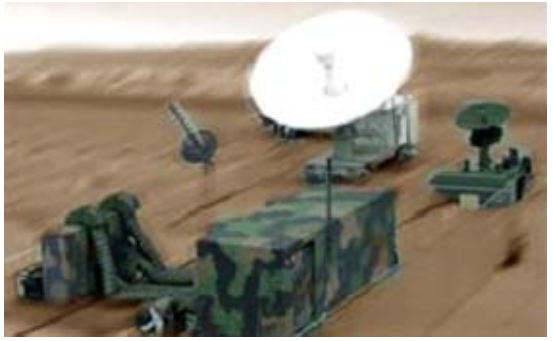


Space Systems

Federal IT

Homeland Security

U-2 SIGINT



Global Hawk Ground Station Mission Control

Raytheon

Missile Systems

Developer and supplier of innovative weapon system solutions

Taylor W. Lawrence
President

2007 Revenue: $5.0B
Employees: 12,500
HQ: Tucson, AZ

Strike

Air-to-Air

Missile Defense

Land Combat

Naval Weapon Systems

Directed Energy

Raytheon

Network Centric Systems

Networked decision solutions through world-class technology and people

Colin J.R. Schottlaender
President

2007 Revenue: $4.2B
Employees: 12,400
HQ: McKinney, TX

Command and Control

Networked Sensors

Security Solutions and Transportation

Communications

Raytheon

Space and Airborne Systems

World leader in space and airborne systems

Jon C. Jones
President

2007 Revenue: $4.3B
Employees: 12,000
HQ: El Segundo, CA

Tactical Airborne Systems

Intelligence, Surveillance & Reconnaissance Systems

Space Systems

Mission Systems Integration

Advanced Concepts & Technology

Integrated Technology Programs

Raytheon

Technical Services

Critical services and innovative solutions for Mission Support

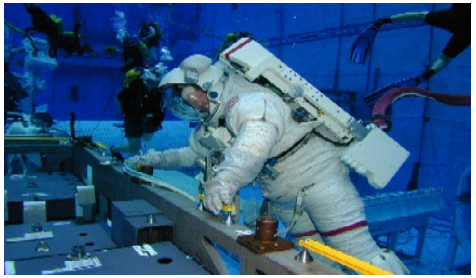
Richard R. Yuse
President

2007 Revenue: $2.2B
Employees: 9,000
HQ: Reston, VA

Logistics and Product Support

Science, Research and Technology

Customized Engineering and Depot Support



Global Training Solutions

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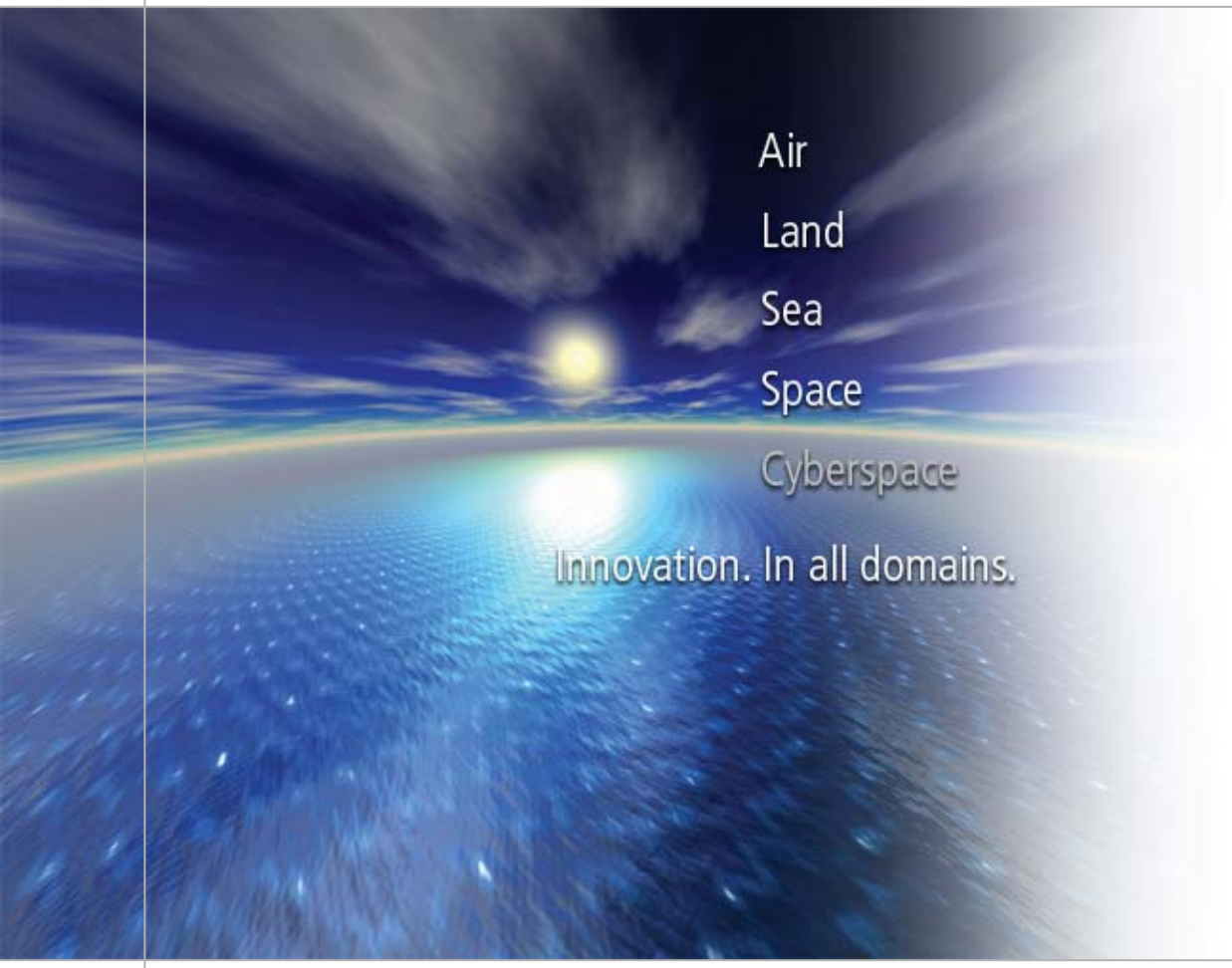

Focused on the Customer

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