

Raytheon





WHO WE ARE

- A technology and innovation leader specializing in defense, homeland security and other government markets throughout the world
- 2009 net sales: \$25 billion
- 75,000 employees worldwide
- Headquarters: Waltham, Massachusetts

» *A global leader in technology and innovation*

OUR VISION



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

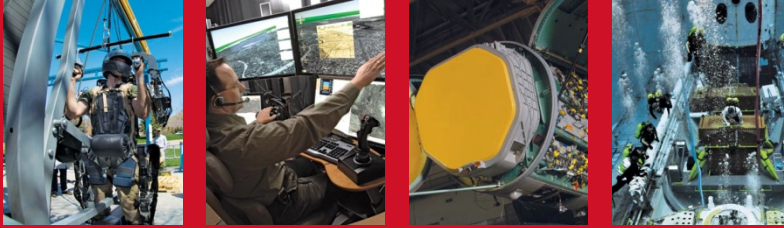
» *Ensuring the success of our customers*



OUR STRATEGY

- 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 new growth focus areas;*
 - *Effects: Expand beyond kinetic energy-based weapons;*
 - *C3I: Grow market presence through our world-class solutions, technology and products; expand knowledge management;*
 - *Mission Support: Expand beyond product support ,engineering services and training.*
- Leverage our domain knowledge in these core defense markets, as well as in Homeland Security and Cybersecurity.
- Expand international business by broadening focus and expanding in growth markets.
- Continue to be a Customer Focused company based on performance, relationships and solutions.

» ***A technology-driven growth strategy***



- *Customer*
- *Growth*
- *People*
- *Productivity*

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***



- *People*
- *Integrity*
- *Commitment*
- *Excellence*

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.
- Achieve innovation in all that we do.
- Stress quality, productivity, growth, best practices and measurement.
- Always strive to be the best.

» *A culture of performance*

Raytheon is a leading technology and innovation company that consistently provides innovative solutions, service and Mission Support to our global customers. Customer success is our mission.



WHAT WE DO

- Our innovative, effective technologies, CMMI excellence and trusted relationships provide our customers with Mission Assurance performance for their changing operational needs. At Raytheon, promises made are promises kept.
- Our core market capabilities in Sensing, Effects, C3I and Mission Support help us meet the needs of our customers today and their evolving needs of the future.
- Proof Points: Raytheon's world-class talent – 75,000 employees operating around the globe – has a unique understanding of mission requirements and how to apply advanced technology with speed and agility to give our customers a distinct operational advantage.
- Brand values: People, Integrity, Customer Commitment, Product & Service Excellence, Mission Assurance.

» ***Proven performance***

Core Market: Sensing



Technologies that acquire data and create accurate, reliable information for effective battlespace decisions.

Sensing technologies provide precise situational data for effective battlespace decisions. They also advance our understanding of the physical environment on, above and beyond the earth.

Raytheon sensing solutions exploit the full electromagnetic spectrum, including electro-optical, radio frequency (RF), hyperspectral, acoustic, ultraviolet and radiological; spanning all domains: air, land, sea, space and cyberspace.

» *Meeting U.S. and International customer needs*

Core Market: Effects



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

Advances in effects technologies enable commanders to achieve specific military outcomes with increasing precision, whether striking a target, disabling enemy information systems or applying directed energy to protect troops in urban combat.

Raytheon solutions are at the forefront of these developments, supported by world-class capabilities in areas ranging from airframes to guidance and navigation systems to high-resolution sensors and targeting systems.

» *Spanning the gamut of current and emerging technologies*

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



Integrated real-time systems that optimize operational planning and execution.

C3I systems turn an extraordinary range of real-time data into a unified resource for decision-makers on and off the battlefield.

Raytheon's leadership in C3I spans air, land, sea, space and cyberspace, combining pioneering technology with global insight to provide Mission Assurance across the full spectrum of offensive and defensive operations.

» ***Systems covering ground, sea, air and space operations***

Core Market: Mission Support



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

Complex technologies, extreme conditions, constant change: mission support must embrace them all with systems that ensure flawless performance.

Raytheon addresses every corner of this vast market, from information management to logistics, maintenance and training. Our innovative solutions reflect a relentless pursuit of perfection and a proud tradition of service to our military, our nation and the world.

» ***Systems and solutions to ensure flawless performance***

International



Government and defense customers around the world rely on Raytheon contracts 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 expand across growth markets.

» ***Contributing to a safer, more stable world***

Performance, Relationships, 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*

PERFORMANCE

Mission Assurance



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

Leading efforts to ensure reliability for mission success in everything Raytheon delivers.

» ***Confidence to achieve mission success***

RELATIONSHIPS

Who We Serve



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*

SOLUTIONS

Mission Systems Integration



Mission Systems Integration is 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***

DIVERSITY

An Inclusive Culture



Raytheon believes in an enterprisewide 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 a diverse workforce to maximize Raytheon's competitive advantage*

» ***Valuing different ideas; putting a premium on respect***

TALENT

Inspiring Interest in Math and Science



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.

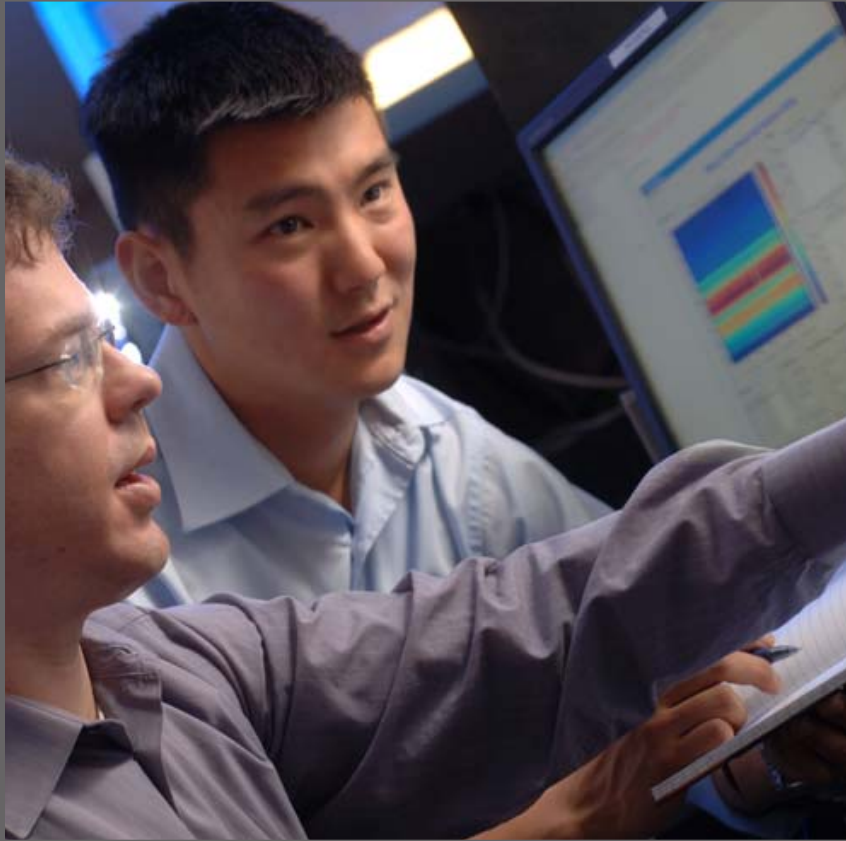
Raytheon supports a number of educational initiatives to ensure the talent pipeline remains full well into the future:

- *MathMovesU*[®]
- *MATHCOUNTS*[®]
- *FIRST Robotics*
- *Raytheon Scholars Program*
- *The Hall at Patriot Place presented by Raytheon*[™]
- *Sum of all Thrills*[™]

» ***Securing the technical talent pipeline for the future***

LEARNING

A Culture of Learning



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

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*

CORPORATE RESPONSIBILITY

Being Responsible In All We Do



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

Raytheon's ongoing commitment to corporate citizenship includes: dedication to sound corporate governance; a strong commitment to ethics; excellence in engineering; caring for the safety of our 75,000 employees; reducing waste and conserving energy; supporting our communities; and building for the future.

» ***Stewardship is about making good decisions with the highest degree of integrity***

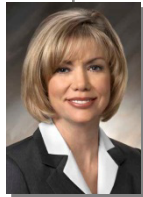
Leadership Team



Raytheon Chairman and CEO
W.H. Swanson



Integrated
Defense
Systems
T. Kennedy



Intelligence
and Information
Systems
L. Dugle



Missile
Systems
T. Lawrence



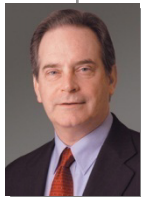
Network Centric
Systems
C. Schottlaender



Space and
Airborne
Systems
R. Yuse



Technical
Services
J. Harris



Corp BD
and
International
Operations
T. Culligan



Human
Resources
K. Peden



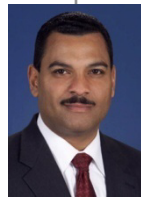
Legal
J. Stephens



Finance
D. Wajsgras



Internal Audit
L. Harrington



Contracts
and
Supply Chain
D. Wilkins



Raytheon
Evaluation Team
M. Hoeffler



Information
Technology
R. Rhoads



Engineering,
Technology
and Mission
Assurance
M. Russell



Corporate
Affairs and
Communications
P. Wickham

Business Leadership Team



Chairman and CEO
Bill Swanson



**Integrated
Defense Systems**
Tom Kennedy



**Intelligence and
Information
Systems**
Lynn Dugle



Missile Systems
Taylor Lawrence



**Network Centric
Systems**
Colin Schottlaender

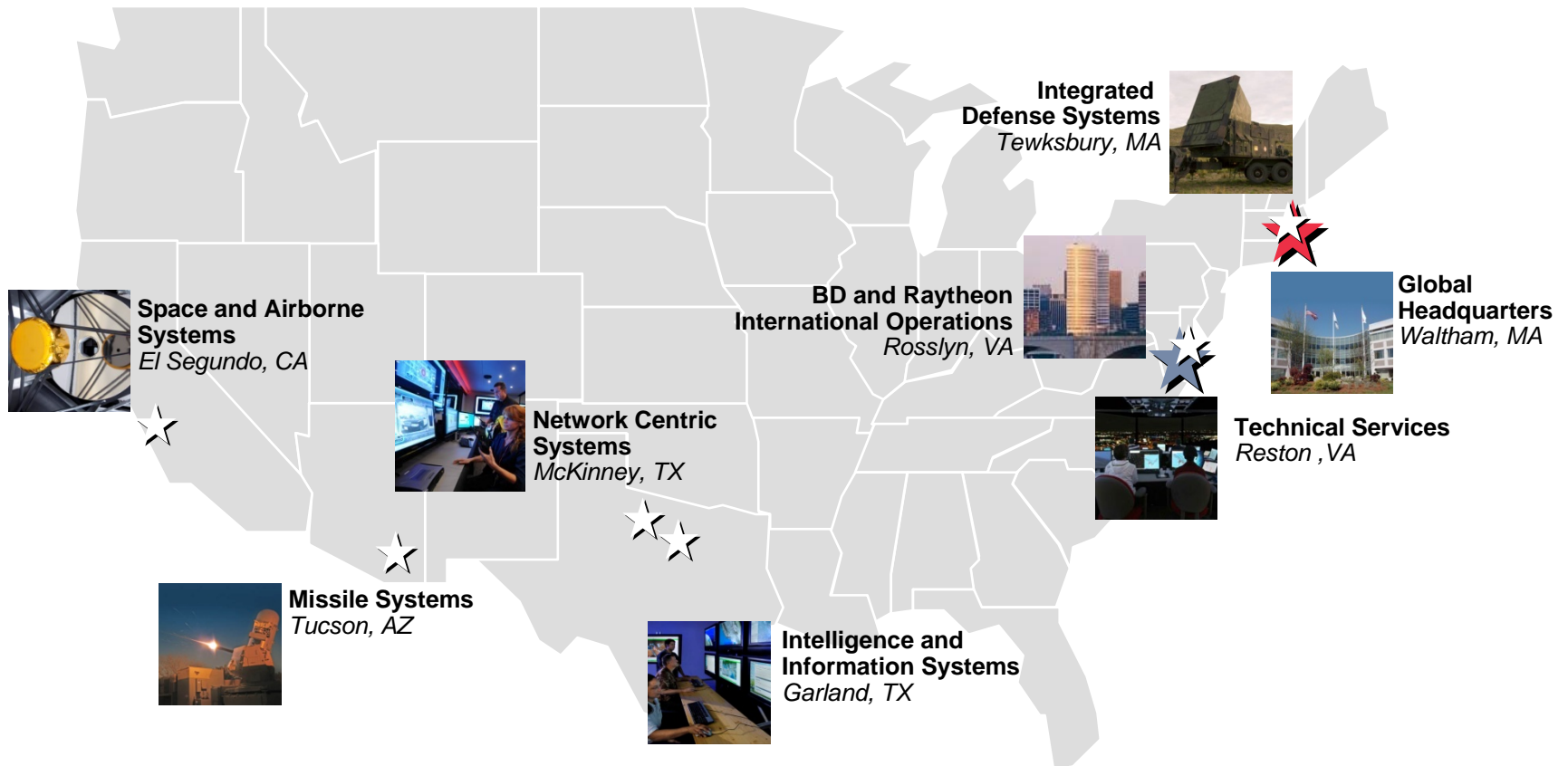


**Space and
Airborne Systems**
Rick Yuse



**Technical
Services**
John Harris

Raytheon Business Headquarters



» **75,000 employees; 2009 net sales: \$25 billion**



INTEGRATED DEFENSE SYSTEMS

Thomas A. Kennedy
President

2009 Net Sales: \$5.5B
Employees: 15,400
HQ: Tewksbury, MA



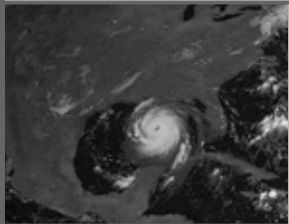
Integrated naval, missile
and air defense, domain
awareness systems,
and homeland security
solutions

- International
- Naval
- Ballistic Missile Defense
- Integrated Air Defense
- Civil Security



» ***Leader in global capabilities integration providing affordable integrated solutions***

Raytheon



INTELLIGENCE AND INFORMATION SYSTEMS

Lynn A. Dugle
President

2009 Net Sales: \$3.2B
Employees: 8,900
HQ: Garland, TX

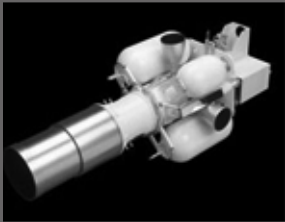


Information and intelligence solutions for intelligence, military and federal communities

- Cybersecurity
- Intelligence, surveillance and reconnaissance
- Environmental
- Analytics
- Mission Support
- Civil security



» **Leading intelligence and information solutions for a global customer base**



MISSILE SYSTEMS

Taylor W. Lawrence
President

2009 Net Sales: \$5.6B
Employees: 13,000
HQ: Tucson, AZ



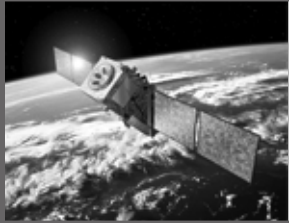
Advanced missile systems and solutions for the armed forces of the U.S. and allied nations

- Air Warfare Systems
- Missile Defense
- Land Combat
- Naval Weapon Systems
- Directed Energy
- Advanced Programs



» *Developer and supplier of innovative weapon solutions*

Raytheon



NETWORK CENTRIC SYSTEMS

Colin J.R. Schottlaender
President

2009 Net Sales: \$4.8B
Employees: 13,600
HQ: McKinney, TX

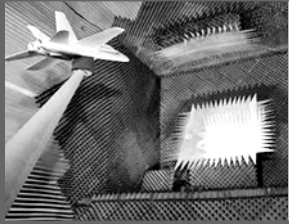


Net-centric solutions for sensing, command and control, communications, air traffic management and homeland security

- Command and Control
- Networked Sensors
- Security Solutions and Transportation
- Communications



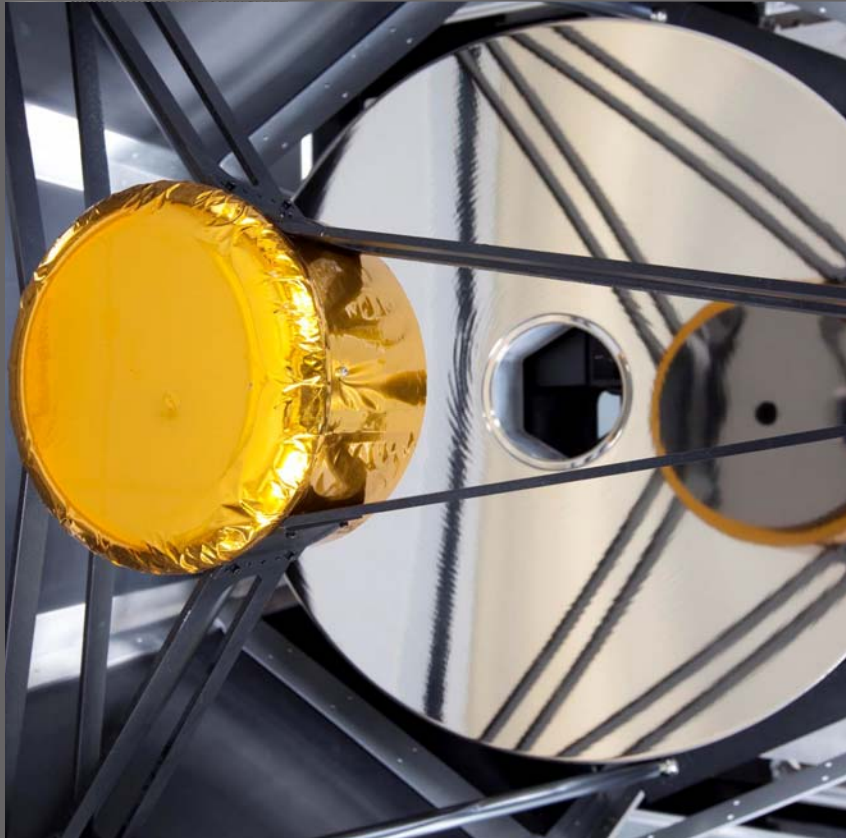
» ***Networked decision solutions through world-class technology and people***



SPACE AND AIRBORNE SYSTEMS

Richard R. Yuse
President

2009 Net Sales: \$4.6B
Employees: 12,400
HQ: El Segundo, CA



Integrated sensing
solutions for advanced
applications in aviation
and space technology

- Tactical Airborne Radars and Processors
- Electronic Warfare Systems
- Intelligence, Surveillance and Reconnaissance
- Integrated Aircraft Solutions
- Civil, National and Military Space Solutions



» **World leader in integrated sensor systems for space and airborne missions**

Raytheon



TECHNICAL SERVICES

John D. Harris II
President

2009 Net Sales: \$3.2B
Employees: 9,800
HQ: Reston, VA



Mission Support,
integrated training solutions,
range operations,
engineering services, and
counter-proliferation and
counter-terrorism

- Global Training Solutions
- Logistics and Product Support
- Homeland Security Solutions
- Customized Engineering and Depot Support



» ***Critical services and innovative solutions for Mission Support***

Raytheon