

Recognition



Customers, employees and shareholders all benefited from Raytheon's strong performance in 2007. But the story doesn't end there. How we perform as a corporate citizen is also important, both for its own sake and for its impact on our ability to retain and attract world-class talent. The honors and awards on the facing page represent just a fraction of the recognition we received over the last year for excellence in areas ranging from hiring and employment practices to education, energy conservation and environmental stewardship.

We are proud of our record as a positive force in communities around the world. Our strategic approach to philanthropy has helped spark the creativity of thousands of math and science students through programs such as MathMovesU[®], FIRST Robotics, VolunteerMatch[®] and MATHCOUNTS[®], and has led to increased support for members of the U.S. armed forces, veterans and other service organizations. We salute the Raytheon employees worldwide whose enthusiastic involvement in charitable and community service reinforces our position as one of the most admired companies in our industry.



Photo: Secretary of Labor's Opportunity Award

Each year the United States Department of Labor honors a single federal contractor for outstanding success in promoting equal employment opportunity. Shown at the 2007 award ceremony are Vicki Lipnic, Assistant Secretary, Employment Standards Administration; William H. Swanson, Raytheon Chairman and Chief Executive Officer; Honorable Elaine E. Chao, U.S. Secretary of Labor; Tanya Lewis, Raytheon Director of Compliance Management; and Charles E. James, Sr., Deputy Assistant Secretary, Director of the Office of Federal Contract Compliance Programs.

2007 Award Highlights



The Human Rights (HRC) Foundation named Raytheon as one of America's "Best Places to Work," reflecting its perfect score on the HRC Corporate Equality Index.



CAREERS & the disABLED magazine honored Raytheon as "Private-Sector Employer of the Year" for its commitment to recruiting, hiring and promoting people with disabilities.



The **Div50** is *DiversityBusiness.com's* salute to the top 50 U.S. organizations for multicultural business opportunities. The list is determined by more than 500,000 diversity-owned U.S. businesses.



Raytheon received two **Shingo Prizes** in 2007: MS-Louisville facility received a North American **Shingo Prize for Operational Excellence** and IDS' Maritime Mission Center received a **Northeast Shingo Gold Prize for Excellence in Manufacturing**.



The **ENERGY STAR**® Partner of the Year award honors Raytheon's outstanding contribution to environmental protection and documented improvement in energy efficiency.



Two of Raytheon's facilities received the **James S. Cogswell Outstanding Industrial Security Achievement Award** from the Defense Security Service. Of nearly 12,000 cleared contractors in the U.S., fewer than one percent receive the award each year.



Forbes named Raytheon the "Best Managed Company" in the aerospace and defense industry in its 10th annual survey of the 400 Best Big Companies.



Compensation, training and the company's stability were just some of the factors that earned Raytheon the #7 position on *BusinessWeek's* annual list of the top 50 employers for new college graduates.