

Transition FAQs

1. When are new contract changes effective?

Raytheon started its contract on March 1 and has begun transition activities. We expect that all SOTIs under the current contract will transition to Technical Directions (TDs) under the new contract in the next six months, likely sooner. Once the transition takes place, the new contract is in effect for the work. Details of the transition, including plans for specific SOTI transitions, are being finalized with the customer.

2. As an incumbent, what do I need to do now to continue working in my role?

If you are currently working on SCRS and want a role on SSES, please apply to Requisition # 91302. All incumbents **must** apply to this requisition to be considered by Raytheon or one of our teammates. We have simplified the process by pointing all incumbents to one requisition.

To learn more about Raytheon Company and opportunities on the SSES contract, please visit www.Raytheon.com or the Raytheon SSES Careers Page at <http://Raytheon.com/Huntsville>.

3. What jobs (positions) are available under the new contract?

Team Raytheon will support the ongoing needs of the Software Engineering Directorate (SED), specifically for the Strategic customers. If you are an incumbent, we expect the work you are performing today to transition to the SSES contract. If you are interested in other opportunities, job requisitions will be opened by Raytheon and our Teammates, as requirements are defined. We expect the SSES contract to grow over time and will provide additional career opportunities.

4. Will Raytheon be hiring for all positions under the new contract or will there be partners on Team Raytheon?

Similar to the current contract, Raytheon as the prime, will work closely with other business partners to jointly meet the program's staffing requirements. Raytheon is actively working with its Teammates, and may choose to add additional Teammates, as requirements are finalized. If you are interested in teaming with Raytheon, please send an email to SED.Huntsville@Raytheon.com.

5. If I am offered a job under the new contract when will I be eligible to participate in the new benefits programs?

Once you've accepted an offer for a full-time position with Raytheon, you will be eligible to participate in benefits on your first day of employment. The specific eligibility dates for certain benefits are unique to each company supporting Team Raytheon.

6. Will I have to submit a resume, apply and interview for my position to retain my position if I am an incumbent?

Yes, please apply per the instructions on the Raytheon SED Career Page, <http://Raytheon.com/Huntsville>. Raytheon or a teammate will be contacting incumbents for interviews. This interview process is important in helping us get to know you better. We want to understand your background and see what role is the right fit for you on the new contract.

7. If I am offered a job under the new contract and I am an incumbent, what will happen to my current pay/benefits?

In your application for employment with Raytheon we have asked for your current classification and rate of pay. Raytheon may ask you to provide verification (pay stub) and will use the information to develop its compensation offer. If you accept an offer for a position with Raytheon, or one of our partner companies, your pay and benefits will be determined in accordance with the each company's compensation and benefits plans. To learn more about Raytheon specific benefits, you can visit <https://raytheon.benefitcenter.com> and select prospective employees. The Benefits Handbook that applies to this program is titled "For Eligible IIS-TS Employees (National)".

8. Will Team Raytheon be interviewing incumbents as part of the transition?

Yes, Team Raytheon is planning to retain a large portion of the incumbent workforce and will interview incumbents as part of our hiring process. Following the incumbent information sessions, we will match incumbents to the organization and appropriate hiring managers for interviews. You will receive more information regarding your interview.

9. What if I am not offered a job under the new contract, what are my options?

It is Team Raytheon's intention to hire qualified skilled employees from the legacy contract. If you apply for and are not selected for a position on the new contract, you should contact your current employer to learn more about other options and/or benefits they may provide.

10. How will travel per diem be managed under the new contract?

Raytheon's travel policy ensures that employees neither gain nor lose personal funds due to business expenses. Our policy allows for expensing of actuals up to the per diem amounts, with exceptions allowing employees to go above, when required. Employees are issued a Corporate Credit Card that is used for these business expenses – this precludes undue burden on an individual's finances. Although this does not make it possible for employees to 'bank' per diem, we find that it encourages employees to travel comfortably while supporting the needs of our business. From a total compensation perspective, we do not view travel / per diems as an element of an individual's pay and strive to provide a total compensation package that is competitive and predictable. Each of our teammates will follow their own travel policies and procedures.



11. I have seen advertisements for hiring open houses for Raytheon. Should I attend these events as an incumbent? Does this mean Raytheon doesn't plan to hire incumbents?

Based on our experience transitioning other programs, we know that some incumbents will decide not to transition to Raytheon or one of our teammates. The advertising is focused on filling gaps created by incumbents not joining our team. As an incumbent, you are welcome to attend the event, however, you **will** be considered for opportunities on the program by applying to our incumbent requisition. In other words, you do not need to attend the event if you are an incumbent and want to follow the work. As communicated in the information session, incumbents need to apply to the incumbent requisition on our career page – <http://Raytheon.com/Huntsville>.

12. How does Raytheon treat vacation and holidays?

New hires with Raytheon receive a pro-rated 80 hours of Paid Time Off (PTO) for the first year. Starting in the first full year, employees receive 120 hours of PTO. For example, if you joined Raytheon in May, you would receive 53.3 hours for the remainder of the year. You would have access on your first day to use these hours. If you have remaining at the end of the year, you can carryover up to 40 hours and would receive an additional 120 hours in 2019. Also note that with company service, the number of hours you receive will increase. Raytheon plans to follow the customer's 10 holidays.