



Supply Chain Leadership Development Program

Developing the Raytheon leaders of the future

Raytheon

Raytheon Builds Leaders



The SCLDP is a key leadership development program at Raytheon designed to attract, develop and retain leaders of the future in Supply Chain and other key company leadership positions. It has been in existence since 2001, and graduates have gone on to hold senior leadership positions throughout the company.

The two-year program consists of two, twelve-month rotations at any of the four Raytheon businesses. In addition to being offered the opportunity to relocate for each of these rotations, program participants are provided with specialized leadership and functional training.

Choosing the right career is an important decision, and it's not an easy choice considering the numerous opportunities available to you. To help you make an informed decision, we have developed this brochure to give you some insight into what the SCLDP and a career in leadership at Raytheon involves.

This is a time of great opportunity at Raytheon. We look forward to sharing these opportunities with you.

M. David Wilkins



Vice President
Contracts and Supply Chain
Raytheon Company

Raytheon's Supply Chain Leadership Development Program (SCLDP)

What the Program Offers You

Raytheon's SCLDP offers individuals the opportunity to develop themselves for ever-challenging leadership positions in the Supply Chain organization. Over a two-year period, you will develop your professional skills and growth potential through meaningful work assignments and structured learning. At the same time, you will have the satisfaction of contributing to the success of the organization to which you are assigned. In short, the following represent a few benefits the SCLDP offers:

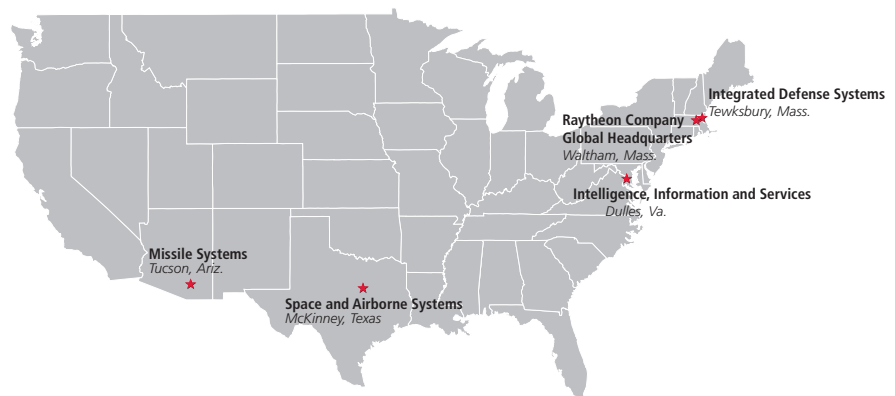
- Experience in multiple areas of supply chain
- Flexibility to shape your career
- Challenging work assignments
- Exposure to Raytheon leadership
- Networking across all four Raytheon businesses
- Commitment to develop leadership skills and attributes

Who is Raytheon?

Raytheon is a leading technology and innovation 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 innovative 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 know that our solutions will perform, as promised, to deliver success.

The graphic below shows the location of the company's global headquarters and each business's base of operations.



Supply Chain at Raytheon Company

As a Supply Chain professional, you are the face of Raytheon to supplier partners. Supply Chain professionals enable Raytheon to make sound business decisions by providing objective guidance and support to cross-functional program teams, and are a key component in ensuring the company growth strategies of Mission Assurance and Mission Systems Integration.

Supply Chain at Raytheon Company

Supply Chain roles at Raytheon fall into one of 13 competencies. SCLDP members will be required to complete their two rotations within the six core competencies highlighted in bold.

- **Buyer/Supplier Management**
Responsible for all elements of supplier relationship management, inclusive of execution, terms and conditions, etc.
- **Material Program Management**
Links Supply Chain to the program/business. Develops and owns the program material strategy.
- **Subcontract Management**
Establishes subcontracts for complex/high-value goods and services.
- **Logistics**
Manages transportation, warehousing, material handling and packaging.
- **Commodity Management**
Central resource for commodity strategy, preferred suppliers and supply base knowledge in the marketplace.
- **Capture**
Manages the process of winning new business, coordination of all pre-award activities and development of cross-discipline business development teams.
- Planning and Production Control
Prepares and executes material and manufacturing schedules requirements.
- Property Management
Manages government and company property from acquisition through disposition.
- Supplier Quality/Performance Excellence
Partners with suppliers to provide analysis and improve performance.
- Supplier Development
Partners with suppliers to lower total costs, improve on-time delivery, and increase product quality.
- Supplier Diversity
Drives supplier source selection strategy and ensures compliance with public laws, Federal Acquisition Regulations and customer requirements.
- Compliance and Governance
Verifies Supply Chain compliance with official standards and guidelines.
- Supply Chain Technology
Spearheads new enterprise Supply Chain technology initiatives and training.

Raytheon Company

Chairman and CEO:
Thomas A. Kennedy
Global Headquarters:
870 Winter Street
Waltham, MA 02451



Raytheon ... Who We Are
A technology and innovation leader specializing in defense, security and civil markets throughout the world.

Raytheon Company (NYSE: RTN), with 2013 sales of \$24 billion and 63,000 employees worldwide, is a technology and innovation leader specializing in defense, security and civil markets throughout the world.

Our Vision ...
To be the most admired defense and aerospace systems company through our world-class people, innovation and technology.



Cross-Functional Training Sessions

Leadership Development Program (LDP) Teams Working and Learning Together

Three separate sessions are conducted throughout the two-year program, where all eight functional disciplines meet, network and learn together.

Session A • September 2015 • Foxborough, Massachusetts

Session A provides an overview/ orientation to Raytheon Company. LDP participants are given the opportunity to listen to and interact with Raytheon's senior leadership team. Key Department of Defense customers often address the group to share their perspectives and talk about leadership.

The keynote speaker of the week however, is Thomas A. Kennedy, Raytheon's Chairman and Chief Executive Officer. Each year, he welcomes the newest class of LDP members and shares his passion for Raytheon, its employees and mission.

Session A further provides networking opportunities to the members of all eight LDP functions. One afternoon during the week, all LDP participants

head over to the Warren Executive Center for teambuilding exercises. Cross-functional groups compete in low and high ropes courses.

Participants can take a series of assessments to help them understand their personal leadership styles. These assessments allow individuals to:

- 1) Understand their strengths and weaknesses;
- 2) Craft learning and development plans that will help them to leverage the time spent in the program; and,
- 3) Build a solid foundation of personal leadership skills to grow their careers.

Session A provides a complete introduction to Raytheon Company and all it has to offer!



Session A provides an introduction to Raytheon leaders and their vision. It also provides the opportunity for you to meet and establish cross-company networks with members of the other LDP functions.





Session B • August 2016 • Dallas, Texas

Session B is conducted at the end of your first year; it is the second time that all eight LDP functions gather.

The first section is comprised of a series of lectures on topics such as building effective teams, conflict resolution and effective communication, followed by interactive breakout activities that allow the participants to practice the skills being taught.

During the second section, LDPs are assigned to cross-functional teams they will collaborate with to run mock aerospace and defense (A&D) companies through an online business simulation competition. This exercise allows participants to gain insight into the complex relationships between functions in a successful A&D company, and provides a perfect venue to develop the team building skills learned earlier in the week.

While in Dallas, the LDPs have the opportunity to tour a local Space and Airborne Systems site. Here they are given the chance to see Raytheon's technology firsthand and talk to the engineers and technical staff about their work.

Session B offers LDPs the opportunity to improve their leadership skills, while networking with each other and senior business leaders.

Session C • June 2017 • Foxborough, Massachusetts

Session C is the final cross-functional training session. During this session the participants learn about how the company sets forth its business strategy through the Strategic Dialogue process, and how international markets are playing an increasing role in Raytheon's business.

At Session C, the LDPs will be assigned to cross-functional teams, and each team will be assigned a strategic project created by Raytheon's senior leadership team. At Session C, cross-functional teams will present the results of their strategic projects to Raytheon senior leadership and recommend actions.

On Thursday evening, the cross-functional activities conclude with a formal graduation dinner and ceremony, with Raytheon leaders flying in from around the country to congratulate the LDPs on their achievements.

The morning after the graduation activities, the SCLDPs participate in discussions regarding what worked well with the program and what can be improved, thus providing real-time feedback to continuously strengthen and improve the program.



The Supply Chain LDP Experience

Overview

SCLDPs benefit from a broad range of experiences while completing two rotations and participating in various training sessions during the two-year program.

The SCLDP program features two rotations spread over a two-year period. Each rotation presents the LDP with an opportunity to work in a different supply chain role, a different Raytheon business, and a different geographic area. Select opportunities to work in cross-functional roles or international locations are sometimes available.

Rotational Assignments

The first rotational assignment starts soon after graduation from school and extends through Summer of the following year. During this rotation, LDPs get their first exposure to the culture and work environment at Raytheon. LDPs are expected to become qualified Raytheon Six Sigma™ Specialists during this rotation. This involves being trained in basic six sigma methods and completing a specialist project. In September, new SCLDPs attend Session A and begin to build their cross-functional network with LDPs from other functions.

Throughout the second rotation, SCLDPs continue to increase their supply chain experience with challenging assignments in key supply chain roles. They also continue to receive training in areas such as subcontract management, negotiations, EVMS (Earned Value Management System) and federal contracting. LDP Sessions B and C provide further opportunity to develop leadership skills and expand the SCLDPs cross-functional network.

Leadership Development

During the second rotation, SCLDPs participate in a 360 Leadership Assessment, which provides insight

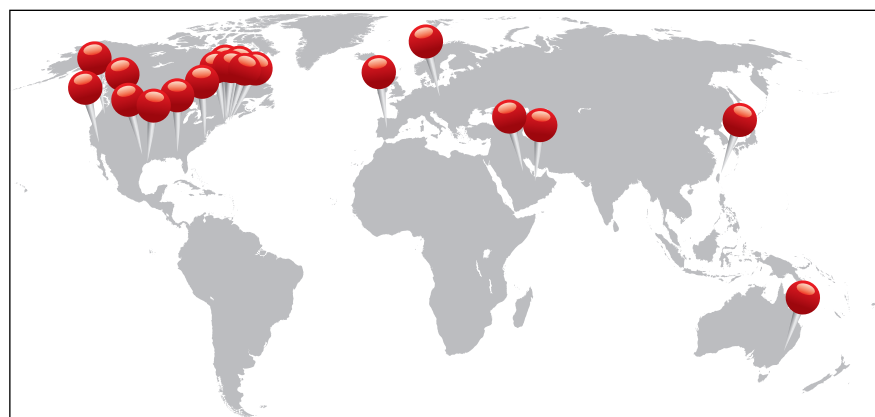
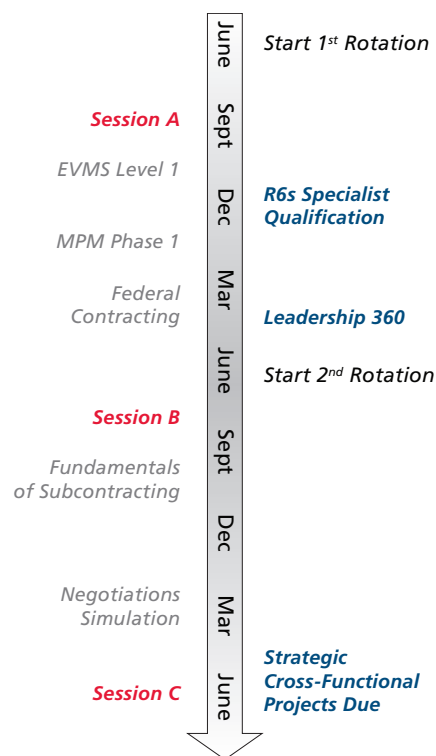
into their leadership strengths and areas for improvement. The result of this process is a customized roadmap to help the LDP be a more effective leader and prepare them for off-program assignments as front-line leaders.

In addition to the rotational assignments and training, SCLDPs are assigned to work with a cross-functional team at the end of session B to work on a strategic project. These projects are sponsored by the enterprise leadership team, and involve tackling important business challenges currently facing Raytheon.

As a part of developing the desired leadership skills and experiences, SCLDPs are expected to be active in the community. Raytheon provides many opportunities to volunteer through initiatives such as MathMovesU®, MATHCOUNTS®, and FIRST Robotics.

SCLDPs are expected to complete at least 24 hours of community service annually.

SCLDP Time Line



Raytheon's global presence.

For more information about Raytheon's Supply Chain Leadership Development Program or to apply online, visit our website at: www.raytheon.com/campus
To apply: click Search Campus Jobs > Click Search > Enter: 43830BR in the Keyword or ID field > Click on the Title > Click Apply

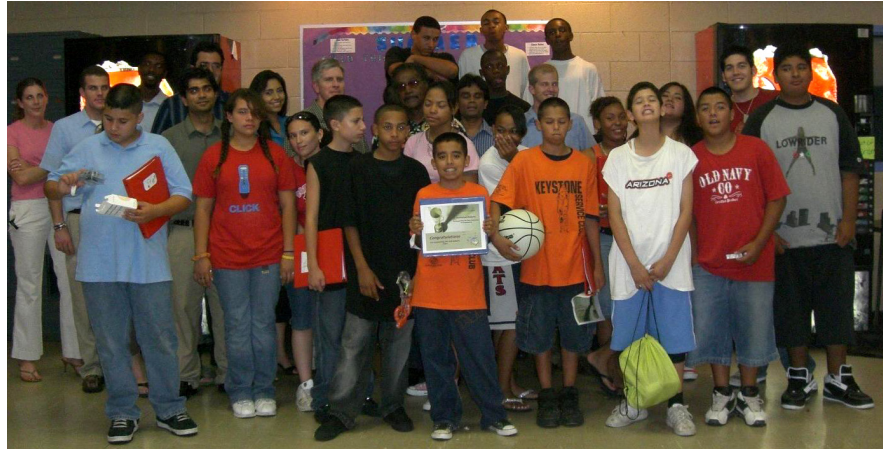
Commitment to Social Responsibility

SCLDP Working Within the Community

Visiting the different Raytheon sites for Supply Chain-specific training provides a great perspective on Raytheon Company.

Boys and Girls Clubs

At Raytheon, there are many opportunities to add a positive impact to the community. In the past, members of the SCLDP class and alumni joined other Raytheon volunteers in Job Ready, a summer program focused on helping teens develop job hunting and career development skills. More than 43 teens attended throughout the eight-week series and presented their own plans for career development at graduation. Other ongoing volunteer opportunities include tutoring at the elementary schools, MATHCOUNTS coaching at several middle schools and coaching for the Science Olympiad.



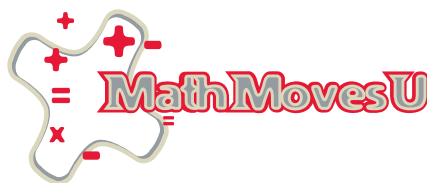
LA Food Bank

Members of the SCM Spirit Squad of Space and Airborne Systems volunteer at the Los Angeles Regional Food Bank. Volunteers made packages with USDA commodities for qualifying families in Los Angeles County.



Active participation in the community is also a hallmark of the SCLDP and Raytheon.

Volunteering at The Boys and Girls Clubs of America, The Los Angeles Food Bank, and at local schools with MathMovesU, are just a few examples of how the SCLDPs give back to the community.



What do you think?

Current SCLDP Participants and Alumni Talk About the Program

Why did you choose the SCLDP?

I chose the Raytheon SCLDP program because I was confident this program would prepare me to assume a true leadership role quicker with a more comprehensive learning plan than any other potential employer. Even though I was making a critical transition from one industry to another, I knew the Raytheon SCLDP would give me an opportunity to leverage that prior experience and incorporate that into my development plan. The opportunity to get in depth experience within several supply chain functions across an enterprise was extremely important to me. That's what makes this program so unique. We have the option to choose from a breadth of Supply Chain functions while in the program—you are in control of determining your career path within Supply Chain. More importantly, it was apparent throughout the interview process that the executive leaders were committed to our development and were steadfast in allocating the resources required to assure we had the tools to succeed.

— *Biko Taylor (Class of 2014)*

Raytheon's SCLDP participants and leaders reflect the caring and collaborative culture of the company. I wanted to be a part of this culture, and by joining this program, I have the opportunity to contribute and learn with teams and leaders across several Raytheon businesses, supply chain functions, and geographic regions. The atmosphere for career and personal development in the Raytheon SCLDP is outstanding.

— *Mark Patterson (Class of 2012)*

I chose Raytheon's SCLDP program because of the flexibility to select rotations based upon my supply chain interests and career goals. This freedom allowed me to begin shaping my career with my first rotation. In addition, having two rotations within different supply chain disciplines and at different business units provides a holistic view of supply chain at Raytheon.

— *Courtney Heath (Class of 2011)*

What is the SCLDP to you?

To me, the SCLDP is all about community. Being an SCLDP is like being part of a larger work family that shares an interest in your career development and encourages you to succeed. I can't count the number of times I've benefited directly from advice given to me by current and former SCLDPs. I consider the SCLDP community to be an invaluable component of my own personal and career growth and I look forward to assisting future classes as they begin their journey in the program.

— *Mark Ousley (Class of 2013)*

Raytheon's SCLDP program is the platform that allows me to continue developing into tomorrow's future leader! The two-year rotational program will catapult my career by exposing me to two different business units, supply chain roles and geographic regions. Each rotation provides fresh new business perspectives and challenges.

— *Deon Roberson (Class of 2011)*

The SCLDP affords me an opportunity to experience two supply chain functions, two regions of the country and two Raytheon businesses within the first two years of work. Without the SCLDP, it could take me 10 years to gain that type of diverse experience.

— *Juan Orozco (Class of 2008)*

What do you like best about the program?

One of the things I appreciate most about the SCLDP is that every member takes a different path to completing the program. If you have a preference on role or function, the SCLDP program will always hear you out. After all, leadership is not about being a commodity product, it's about differentiating yourself through your experiences and skill set.

— *Rob Passberger (Class of 2013)*

What I like best about the SCLDP program is the opportunity it gives me to attain a breadth of supply chain experience while being exposed to the various Raytheon business units. This accelerates learning and provides abundant networking opportunities.

— *Ben King (Class of 2011)*

The best part about the LDP is the connection I've made with my class. Working closely with a small group of top performers pushes you to be your best and gives you a chance to bring out the best in your colleagues.

— *Patrick Griffin (Class of 2010)*



Raytheon Leaders on the SCLDP

What value does the SCLDP bring to the business?

The SCLDP program is an outstanding career "jump-start." LDPs receive challenging assignments, the value of 10 years worth of senior management exposure as well as the personal growth and networking that comes from working in multiple business units and locations. LDPs are the future leaders of Raytheon.

— *John Norton
Vice President,
Supply Chain Operations*

What do you like about the SCLDP?

I am a believer in stretching individuals to reach their full potential. The SCLDP program does just that. We select individuals that we believe have strong potential and then we provide them the opportunities to excel. The results make a difference in the business. What I like is to push these individuals out of their comfort zone and then to watch them succeed in their roles.

— *DC Foster
Supply Chain
Talent Development*