



## Biography

**Joanne Bockmiller** is vice president of Human Resources and Learning (HR&L) for Raytheon Integrated Defense Systems (IDS). In this role, she is responsible for leading IDS' global HR organization and oversees all HR&L operations in support of IDS' domestic and international growth.

Raytheon Company (NYSE: RTN), with 2008 sales of \$23.2 billion, is a technology and innovation leader specializing in defense, homeland security and other government markets throughout the world. With headquarters in Waltham, Mass., Raytheon employs 73,000 people worldwide.

IDS is Raytheon's leader in Global Capabilities Integration, providing affordable, integrated solutions to a broad international and domestic customer base, including the U.S. Missile Defense Agency, the U.S. Armed Forces and the Department of Homeland Security.

Prior to this role, Joanne was a member of the IDS HR&L leadership team and held roles as the director of HR&L for Patriot Programs, International Operations and Naval Integrated Systems. Prior to the formation of IDS, she held HR&L leadership roles at Naval and Maritime Integrated Systems, and Raytheon Missiles Systems in Tucson, Ariz. Joanne began her career at Raytheon Missile Systems in 1983.

During her tenure with the company, Joanne has held roles of progressively increasing responsibility and has gained broad experience in leadership roles in the areas of international business, labor relations, learning and development, driving culture change, and aligning HR teams to achieve business results. Prior to joining the company, Joanne gained applicable experience in the insurance industry.

Joanne is a Northeast Human Resources Association (NEHRA) Senior Forum Member. She is the executive sponsor for the HRLDP program at the University of Illinois. Joanne also serves on the Center for Human Resource Management (CHRM) Executive Board, which is associated with the University of Illinois. In addition to these professional associations, Joanne is also a member of the Society of Human Resource Management.

Joanne is involved in personal and work-related community activities and has demonstrated a focus on employee well-being. During her assignment at Naval and Maritime Integrated Systems, her focus on wellness at work led IDS to achieve a wellness award through the state of Rhode Island for three consecutive years, as well as a national wellness award through the Wellness Councils of America. Joanne led the business team efforts focused on Hurricane Katrina relief, supporting the business and employees impacted by the disaster. In addition, she has participated on multiple community action committees, supporting local community efforts.

Born in Ohio, Joanne received her bachelor's degree in business management from the University of Phoenix in Phoenix, Ariz.