



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

Raytheon Company (NYSE: RTN), with 2011 sales of \$25 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 71,000 people worldwide.

Headquartered in Tewksbury, Mass., Integrated Defense Systems (IDS) has locations in Washington, California, Utah, New Mexico, Virginia, Texas, Maryland, Rhode Island, Alabama, Australia, Germany, Saudi Arabia and the United Arab Emirates. Its broad portfolio of weapons, sensors and integration systems supports its customer base across multiple mission areas including air and missile defense systems, missile defense radars, early warning radars, naval ship operating systems, robotics and other advanced technologies. With a workforce of more than 13,900 employees and 2011 sales of \$5 billion, IDS provides 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, Bockmiller was a member of the IDS Human Resources & Learning (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

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of IDS, she held HR&L leadership roles at Naval and Maritime Integrated Systems, and Raytheon Missile Systems in Tucson, Ariz.

Bockmiller began her career at Raytheon Missile Systems in 1983. During her tenure with the company, she held roles of progressively increasing responsibility and 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.

Bockmiller is a Northeast Human Resources Association Senior Forum Member. She is also the executive sponsor for the HRLDP program at the University of Illinois, and serves on the Center for Human Resource Management executive board, which is associated with the University of Illinois. In addition to these professional associations, Bockmiller is a member of the Society of Human Resource Management.

Bockmiller is involved in Raytheon's 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 from the state of Rhode Island for three consecutive years, as well as a national wellness award from the Wellness Councils of America.

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