



Vision

To be the most admired defense and aerospace systems supplier through world-class people and technology.



Strategy

Grow our position in core defense markets through a focus on key strategic pursuits, Mission Support, technology and **Mission Assurance**.

Use the Strategic Business Areas to leverage domain knowledge of core defense markets across the company to achieve growth and to expand our **Mission Systems Integration** opportunities.

Establish the **Beechcraft®** and **Hawker®** brands as the industry standard for quality, service and support.

Be a **Customer Focused company** based on:

- Performance – Promises made, promises kept.
- Relationships – Listen, anticipate, respond and follow through with our customers, partners and each other.
- Solutions – Develop and provide superior customer solutions.



Goals

CUSTOMER—Be regarded as a Customer Focused company.

GROWTH—Grow revenue faster than the market. Build on good performance in improving cash flow. Execute well and with predictability.

PEOPLE—Improve employee survey results in all categories. Retain and attract world-class talent while providing superior opportunities for employee development. Leverage our diversity efforts as a competitive advantage, continuing Raytheon's leadership in diversity.

PRODUCTIVITY—Take Raytheon Six Sigma™ to the next level, further engaging customers and partners. Deliver greater value and predictability through the Integrated Product Development System (IPDS), Earned Value Management Systems (EVMS) and Capability Maturity Model Integration (CMMI®).



Values

PEOPLE

- Treat people with respect and dignity.
- Welcome diversity and diverse opinions.
- Help our fellow employees improve their skills.
- Recognize and reward accomplishment.
- Foster teamwork and collaboration.

INTEGRITY

- Be honest, forthright and trustworthy.
- Use straight talk; no hidden agendas.
- Respect ethics, law and regulation.

COMMITMENT

- Honor commitments to customers, shareholders, the community and each other.
- Accept personal responsibility to meet commitments; be accountable.

EXCELLENCE

- Improve performance continually.
- Stress quality, productivity, growth, best practices and measurement.
- Always strive to be the best.