



Biography

Keith J. Peden is senior vice president of Human Resources and Security for Raytheon Company. He was elected to this position in March 2001. 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.

As Raytheon's top human resources officer, Peden is responsible for providing worldwide direction for the company's human resource initiatives. As such, he leads organizational change, leadership development, learning, talent acquisition, diversity, executive compensation, performance development, benefits and the execution of contemporary Human Resource process and Security. Previously, Peden served as Raytheon's vice president and deputy director of human resources since 1997. In that role he was responsible for the execution of the human resource process in the business as well as international human resources and human resources systems.

Before joining Raytheon in 1993 as director of benefits, compensation and human resource management systems,

Peden was director of worldwide compensation, benefits and human resources information systems for Lotus Development Corporation. Prior to joining Lotus, he was a vice president of Alexander & Alexander Consulting and led the Boston Human Resources practice. He also held various human resources posts at Prime Computer and Honeywell.

He is committed to lifelong learning and pursues this passion through his participation as a member of both the Wheaton College and Wentworth Institute Boards of Trustees, and as a board member of the Massachusetts Board of Higher Education. Further, he was a participant in Governor Deval Patrick's educational transition team and has contributed to efforts to advance liberal arts education through the Association of American Colleges and Universities.

Peden earned his bachelor's degree in history, political science (pre-law and education) at Western Michigan University and his master's degree at Eastern Michigan University.