



Biography

Jay B. Stephens is senior vice president, general counsel and secretary of Raytheon Company. He is a member of Raytheon's senior leadership team and participates in the operational management and strategic planning of the company. Raytheon Company (NYSE: RTN), with 2009 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 75,000 people worldwide.

Stephens provides leadership for the company's legal and regulatory affairs, ethics and compliance programs, and corporate governance activities. He is also responsible for corporate staff activities in the areas of real estate, risk management, and safety and environmental quality.

Stephens has served in a variety of senior executive, leadership and legal positions in both government service and in the private sector. Prior to joining Raytheon, he served as Associate Attorney General of the United States. He was appointed to that position by the President following Senate confirmation. In that position, he had primary responsibility for providing leadership and policy oversight for the civil components of the Department of Justice. These included the Antitrust, Civil, Civil Rights, Environment and Natural Resources, Justice Programs and Tax divisions of the Department.

Before becoming Associate Attorney General, Stephens was corporate vice president and deputy general counsel for Honeywell International (formerly AlliedSignal). There, he served as the senior legal officer for a number of the company's diversified businesses, led the company's litigation and regulatory functions and chaired its integrity and compliance program.

From 1993 to 1997, Stephens was a partner in the Washington, D.C., office of the law firm of Pillsbury, Madison and Sutro, where his practice focused on complex litigation, regulatory matters and corporate

governance issues. He also served as co-managing partner of the firm's Washington office.

In 1988, Stephens was appointed by the President following Senate confirmation to serve as the U.S. attorney for the District of Columbia. For five years he provided leadership, policy guidance and litigation oversight for the nation's largest federal prosecutor's office, which investigated and prosecuted cases involving public corruption, terrorism, national security matters, fraud, narcotics and violent crime, and also represented the government in a variety of civil regulatory and litigation matters.

From 1986 to 1988, Stephens served in the White House as Deputy Counsel to President Reagan, where he was responsible for a wide range of legal policy and regulatory issues and for providing counsel and advice to the President and senior White House staff.

From 1973 to 1985, Stephens served in a variety of positions with the U.S. Department of Justice and in the private sector, including Principal Associate Deputy Attorney General, Assistant U.S. Attorney and Assistant Special Watergate Prosecutor. He also worked as an assistant general counsel with the Overseas Private Investment Corporation and as an associate with the Washington law firm of Wilmer Cutler & Pickering.

Stephens graduated from Harvard College magna cum laude and Phi Beta Kappa with a bachelor's degree in government, attended Oxford University on a Knox Fellowship and earned his Juris Doctor degree cum laude from the Harvard Law School. He currently serves as chair of the board of directors of the the New England Legal Foundation, on the board of the National Association of Former United States Attorneys, on the advisory boards of the American Enterprise Institute's Legal Center for the Public Interest and the Georgetown Law School Corporate Counsel Institute, on the General Counsel Committee of the National Center for State Courts, and as a trustee of the American Friends of New College, Oxford.