

Employee Update

Organization: Falls Church
Date: Monday, January 5, 1998
To: All Hands
From: W. P. Havenstein
Subject: Raytheon E-Systems Organization



Walt Havenstein

The announcement of the recent closure of the Hughes Aircraft Company acquisition by Raytheon and the business growth strategy that I outlined at last October's "All Hands" meeting have prompted a reorganization of the Falls Church operation. Effective today, we will restructure our operations along the functional lines of a traditional matrix-managed organization. We will manage the acquisition of business and program performance through three consolidated business areas. The business areas have integrated marketing responsibilities, and I have eliminated the separate Business Development department. The leadership assignments are depicted on the enclosed organization chart.

I have created the position of Assistant to the General Manager and have assigned Larry Cecchini to serve in this position. In essence, Larry will serve as my "chief of staff" and will be responsible for bringing consistency to our program management and new business acquisition processes. He will also be responsible for administering enterprise-wide business changes that will come from the new Raytheon company.

I am very pleased to announce the promotions and assignments of Kerry Rowe as Engineering Director and John Monahan as Operations Director. They will serve in their functional management capacities as coequals to the business area leaders and the other members of the senior staff. Please join me in congratulating Kerry and John, and in welcoming them to their new responsibilities.

I have also restructured the Information Systems Group along functional and program management lines. Within ISG, I have established a Y2K product area under Dean Sims' leadership and an Advance Systems area under John Carroll's direction, both focused on acquiring and managing new business. Carl O'Riley will continue to lead our Department of Education programs, which are the flywheel of ISG operations. Max Mansur has been reassigned as Engineering Manager for ISG and will receive functional guidance from Kerry Rowe.

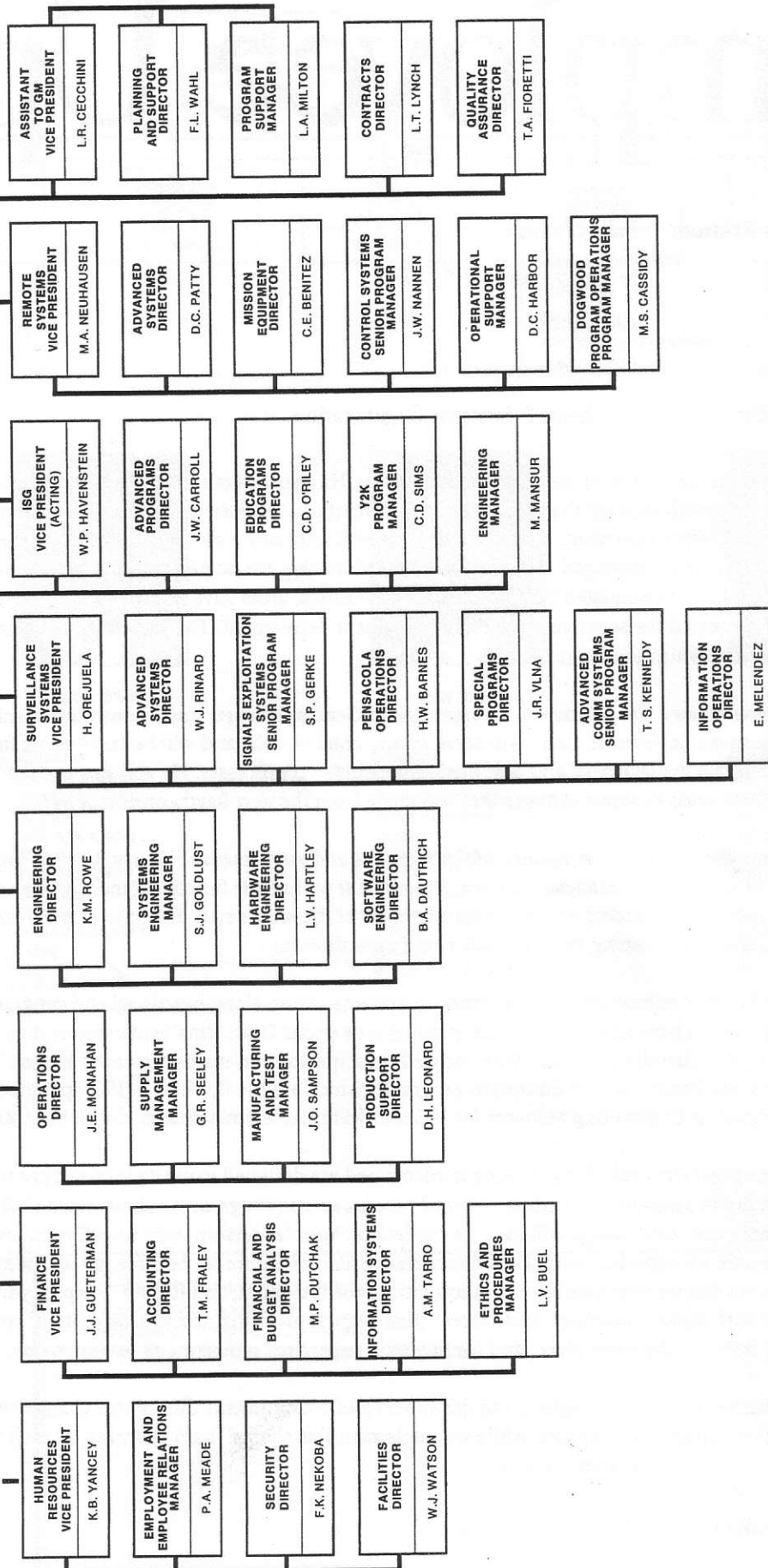
The organizational changes being implemented are designed to create greater opportunity for our people, flexibility in assignments, commonality of process among programs, and increased skill development. But, like anything else, this change will have its challenges. Your leadership team has allowed for a period of transition to make sure we complete our 1997 administrative actions before we become too focused on the new structure. I expect to receive everyone's cooperation during the transition, and further, I expect you to continue treating each other with dignity, courtesy, and respect. Just keep in mind that the vast majority of you will be doing exactly the same thing, in the same place, and for the same supervisor tomorrow as you are today.

Finally, let's not lose sight of our customers and commitments during this changeover. We must continue to meet our business obligations while we implement this change. I am counting on each of you to continue doing your job during this transition.

Thank you.



Raytheon E-Systems

Falls
ChurchBRIAN CULLEN
SENIOR VICE PRESIDENTVICE PRESIDENT
GENERAL MANAGER
W.P. HAVENSTEINDIVISION LEGAL
COUNSEL
C.B. MELLIESMC-1259-3J
1/05/98



Walter P. Havenstein
Vice President and General
Manager

Education:

MS, Electrical Engineering
Naval Post Graduate School

Career Experience:

25 years

RESYS Hire Date:

3/18/91

Prior Position:

V. P. and Gen. Mgr.

Family:

wife Judy, 1 son



Lawrence R. Cecchini
Assistant to the Vice President
and Gen. Mgr.

Education:

MS, Electrical Engineering
University of Illinois

Career Experience:

25 years

RESYS Hire Date:

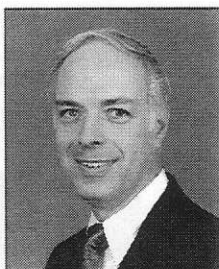
5/24/74

Prior Position:

Product Delivery V.P.

Family:

wife Billie, 1 daughter, 1 son



Kenneth B. Yancey
Human Resources
Vice President

Education:

MS, Human Resources, Florida
Institute of Technology

Career Experience:

29 years

RESYS Hire Date:

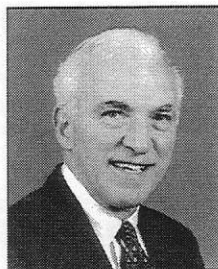
7/1/86

Prior Position:

Human Resources V.P.

Family:

wife Judy, 4 daughters



John J. Gueterman
Finance Vice President

Education:

BS, Accounting, Fairleigh
Dickinson University

Career Experience:

40 years

RESYS Hire Date:

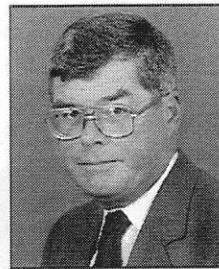
1/4/95

Prior Position:

Finance V. P.

Family:

wife Ann, 4 daughters, 2 sons



John E. Monahan
Operations Director

Education:

MBA, Production Management,
University of Missouri

Career Experience:

28 years

RESYS Hire Date:

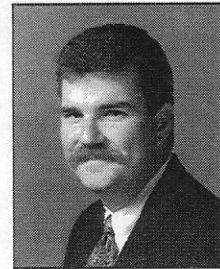
1/5/87

Prior Position:

Materiel Director

Family:

wife Carol, 3 daughters, 2 sons



Kerry M. Rowe
Engineering Director

Education:

MBA, The College of
William & Mary

MS, SW Systems Engineering,
George Mason University

Career Experience:

15 years

RESYS Hire Date:

7/9/84

Prior Position:

Engineering Manager

Family:

wife Karen, 2 daughters



Henry Orejuela
Surveillance Systems
Vice President

Education:

Ph.D., Communications
Engineering, Naval Post
Graduate School

Career Experience:

36 years

RESYS Hire Date:

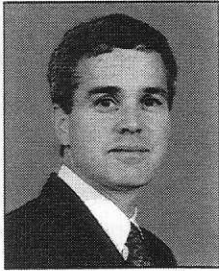
10/3/94

Prior Position:

Business Development and
Planning, V.P.

Family:

wife Karen, 1 daughter, 3 sons



Mark A. Neuhausen
Remote Systems
Vice President

Education:

MBA, University of
Pennsylvania

MS, Physics, MIT

Career Experience:

21 years

RESYS Hire Date:

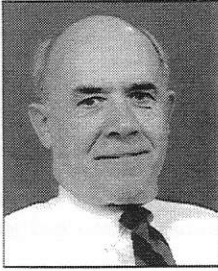
1/16/89

Prior Position:

Reconnaissance Systems V.P.

Family:

wife Nancy Faries, 2 daughters,
2 sons



Leonard T. Lynch, Jr.
Contracts Director

Education:

Doctor of Law, Georgetown
University

MS, Civil Engineering, MIT

Career Experience:

28 years

RESYS Hire Date:

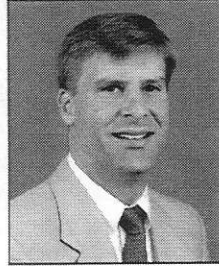
6/10/94

Prior Position:

Contracts Director

Family:

wife Sue, 1 daughter, 1 son



Charles B. Mellies
Division Legal Counsel

Education:

Doctor of Law,
University of Tulsa

Career Experience:

18 years

RESYS Hire Date:

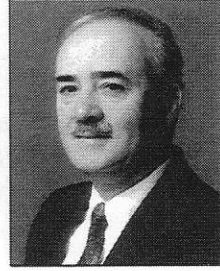
7/2/90

Prior Position:

Division Legal Counsel

Family:

wife Karen, 2 daughters, 2 sons



Thomas A. Fioretti
Quality Assurance Director

Education:

MBA, Averett College

Career Experience:

30+ years

RESYS Hire Date:

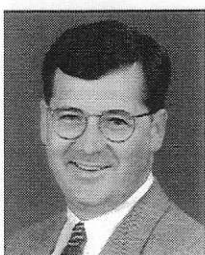
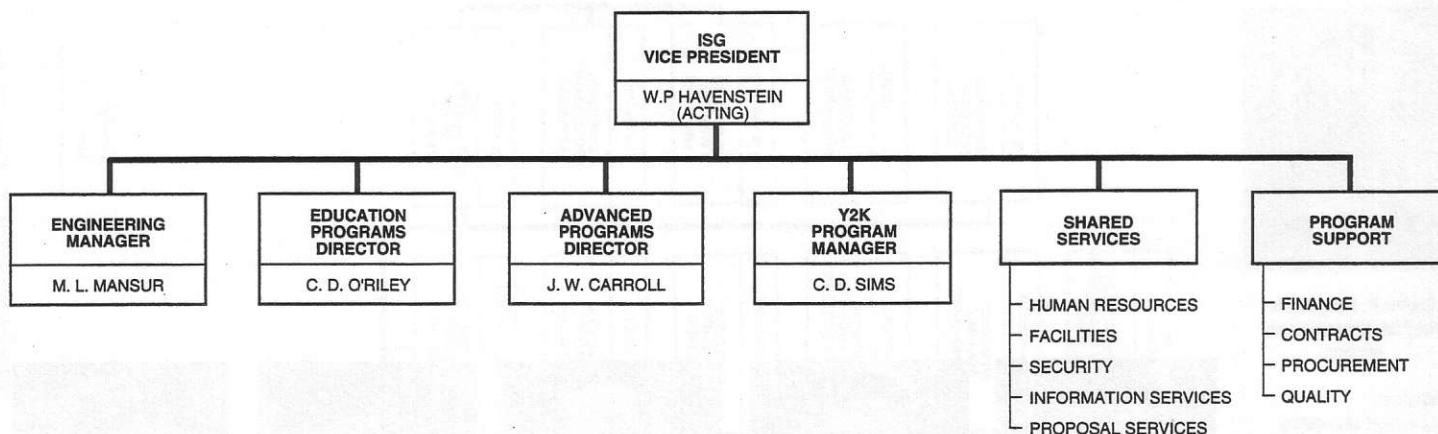
10/19/89

Prior Position:

Quality Assurance Director

Family:

wife Ann, 1 daughter, 3 sons



Max L. Mansur
Engineering Manager

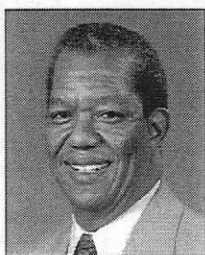
Education:

BS, Computer and
Information Systems,
Troy State University
Career Experience:
19 years

RESYS Hire Date:
5/22/95

Prior Position:
Program Manager

Family:
wife Carol, 2 daughters,
4 sons



Carl D. O'Riley
Education Programs Director

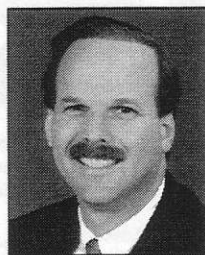
Education:

University of Maryland
Career Experience:
42 years

RESYS Hire Date:
5/20/96

Prior Position:
ISG Director

Family:
wife Jodi, 2 daughters,
2 sons



John W. Carroll
Advanced Programs Director

Education:

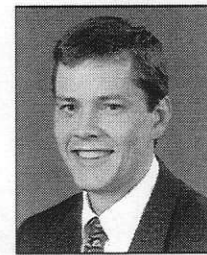
BS, Electrical Engineering,
University of Maryland

Career Experience:
15 years

RESYS Hire Date:
8/17/87

Prior Position:
Business Development
Director

Family:
wife Colleen, 3 daughters



C. Dean Sims
Y2K Program Manager

Education:

Bachelor of Business
Administration and BS,
Baylor University

Career Experience:
16 years

RESYS Hire Date:
11/16/92

Prior Position:
Program Manager - Y2K

Family:
wife Elizabeth, 1 daughter,
1 son

Employee Update

Send news items to
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or call 703-560-5000 ext. 2750

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