

THE VALUE OF PERFORMANCE.
NORTHROP GRUMMAN

Operation IMPACT

**(Injured Military Pursuing
Assisted Career Transition)**

April 3, 2014



Northrop Grumman Today



- Leading global security company
- \$24.7 billion sales in 2013
- \$37 billion total backlog
- Leading capabilities in:
 - Unmanned Systems
 - Cyber
 - C4ISR – Command, Control, Communications, Computers – Intelligence, Surveillance & Reconnaissance
 - Logistics



Focus on Performance

Four Operating Sectors



Aerospace Systems



Strategic Space Systems

**Military and Civil
Space Systems**

Unmanned Systems

**Manned Aircraft Design,
Integration and
Manufacturing**

Global Strike

**Airborne Ground
Surveillance Battle
Management**

Electronic Attack

Electronic Systems



**International Air Defense
and Border Security**

C4ISR

Radar Systems and Sensors

Electronic Warfare

**Navigation and Positioning
Systems**

**Propulsion and Power
Generation**

Space Systems and Sensors

Information Systems



**Global Command & Control
Systems**

**Military Communications
and Networks**

Full-spectrum Cyber

**Intelligence, Surveillance &
Reconnaissance Systems**

**Multi-Source Intelligence
Integration**

Health IT

Air and Missile Defense

**Civil Security and Public
Safety Systems**

**Identity Management and
Biometrics**

Technical Services



**High-Tech Services and
Training Systems**

**Logistics and Modernization
of Military Equipment**

**Sustaining Engineering and
Support**

**New Innovative Logistics
Products**



MISSION

***To provide career transition support to
military service members (and their families)
who have been severely wounded, injured, and/or ill
through their combat service supporting Operations Iraqi
Freedom, Enduring Freedom, and/or New Dawn
in identifying potential career opportunities across
Northrop Grumman***



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Leading from the Heart

- Connect
- Empower
- Value Diversity
- Provide fertile ground
- Encourage collaboration



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Our History

- Grass roots program with mission to provide career transition assistance for **severely wounded, injured, and/or ill** service members transitioning to civilian employment



Our Team

- A dedicated core team to support program management, personalized placement assistance, community outreach and workplace accommodations



Our Approach

- Once recruited, candidates are actively marketed internally and throughout our Network of Champions via a bi-weekly candidate listing that includes their resumes



Our Network

- Started in 2009, the Network of Champions provides additional resources for the placement of candidates as well as an opportunity to network and share best practices with 100 public, private and non-profit organizations committed to employing severely injured service members

Eligibility Criteria for Support

Eligibility for career transition services is available to severely injured service members who meet the following criteria. If the service member meets the criteria but is unable to work, services will be provided to his/her family member.

1. Be transitioning from military service;
2. Suffer from injuries or illnesses incurred while deployed in overseas contingency operations supporting Operation Iraqi Freedom (OIF) and/or Operation Enduring Freedom (OEF) since September 11, 2001; and
3. Receive, or expect to receive, a physical disability rating of 30% or greater in at least one of the specific categories listed below that substantially affect a major life function, or receive, or expect to receive, a combined rating equal to or greater than 50% for any other combat or combat related condition:
 - Blindness/loss of vision
 - Deafness/hearing loss
 - Fatal/incurable disease
 - Loss of limb
 - Permanent disfigurement
 - Post traumatic stress
 - Severe burns
 - Spinal cord injury/paralysis
 - Traumatic brain injury
 - Any other condition requiring extensive hospitalizations or multiple surgeries



Our Commitment



Personalized assistance through hiring process

A personal point of contact will assist with identifying potential job placement, resume writing, support and mentor through interview stage, hiring process and beyond

Centralized process for review of reasonable accommodations

Once a candidate has accepted an offer of employment, OI Health Services will conduct an assessment of reasonable accommodations that may be required for the candidate to be successful.

Post-employment support

On a case-by-case basis, we will work with the service member to identify and provide post-employment support such as sponsors, mentors, etc.

Program Activities

- Finding candidates
- Matching Skills with Business Needs
- Ensure Reasonable Accommodations are Provided
- Educating Hiring Managers & Recruiters
- Transitioning Wounded Warriors into Culture
- Project Outcomes



Program Activities

- Outreach to the Federal Government and other Veterans Services organizations to provide information on our program and eligibility criteria to encourage candidate referrals to Operation IMPACT
- Attend targeted career fairs for wounded warriors
- Host outreach activities at warrior transition units across the country



Nava Garcia



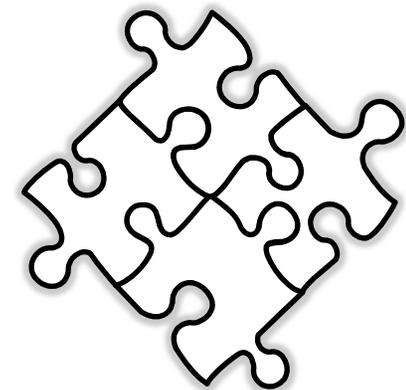
Duane Hardesty



Richard Martin

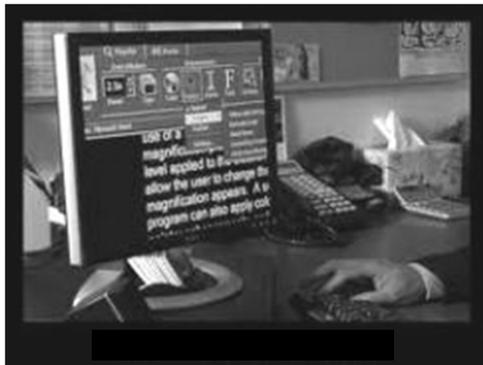
Matching Skills with Business Needs

- Utilize Military Occupational Specialty/Code translators to educate our recruiters on military occupational codes and how those positions fit into business
- Internal training for recruiters to understand military occupations and translation of skills into Corporate positions
- Work closely with Vocational Rehabilitation and/or Employment Counselors
- Partner with other companies and organizations who share same commitment to assist in placement



Ensure Reasonable Accommodations are Provided

- Northrop Grumman utilizes internal nurse case managers to:
 - Conduct an initial review of workplace productivity tools based on the employee's specific disabilities to ensure that the appropriate accommodations are in place for the new employee
 - Conduct periodic reviews with employee to address any additional needs



Educating Hiring Managers & Recruiters

- Training for managers and recruiters for hiring veterans/wounded warriors piloted in November 2013
 - Plans underway to provide ongoing training
- Developed a recruiting and placement checklist to assist hiring managers that includes information on interviewing candidates with disabilities, preparing the work teams, and making reasonable accommodations
- Disability awareness training will soon be accessible to all employees



Transitioning Wounded Warriors into Culture

- Implemented sponsor program which provides a resource to assist the new employee with transitioning into the company
- Launching a Veteran's Support Initiative that will provide newly hired veterans additional assimilation into Northrop Grumman culture



Doug Havenga

Program Outcomes

- More than 150 severely wounded, injured, and/or ill service members or their family members employed within Northrop Grumman and our Network of Champion Companies
- Increased partnership with internal Employee Resource Groups to provide resume writing/review assistance, serve as mentors, and participate in community outreach
- Strong partnership with the Departments of Defense, Labor and Veterans Affairs
- Northrop Grumman Corporation is recognized by the Departments of Defense, Labor, and Veterans Affairs as an industry leader in support to severely wounded, injured and/or ill service members and their families by our commitment through Operation IMPACT

2008 Recipient of the Utah Governor's Golden Key Freedom Award



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