



Biography

Timothy F. Schultz is Director, Business Ethics and Compliance for Raytheon Company. Raytheon Company (NYSE: RTN), with 2010 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 72,000 people worldwide.

Schultz reports to the Vice President Business Ethics and Compliance. He is responsible for helping develop the Company's Ethics and Compliance education programs, conducting investigations of alleged misconduct, and providing counsel to leaders and employees on a wide range of issues. Schultz also provides support to a team of Ethics Officers who work in the Company's businesses.

Schultz joined Raytheon in 1982 as Manager Compliance Programs responsible for equal employment opportunity compliance at Raytheon Data Systems. He joined the corporate Human Resources staff in 1983 and assumed positions of increasing responsibility for the Company's EEO compliance function and diversity initiatives. He was the leader of the EEO compliance function from 1992 to 1999 and a member of the HR Leadership Team. Schultz joined the corporate Ethics Office in 1999.

Prior to joining Raytheon, Schultz worked as a buyer in Harvard University's Purchasing department. He received a bachelor's degree from Williams College and a Juris Doctor degree from Boston College Law School. Schultz was admitted to the Massachusetts bar in 1981.