



Raytheon

RISCO **GLOBAL**connection

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May **CONNECTION HIGHLIGHTS**

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Meet Your International Connections: Peter Frotten



Pete Frotten has been on assignment in Nagoya, Japan, since June 2005 serving as both the in-country manager for Japan Patriot and the overall manager of RAYSYSTEMS Japan.

As the in-country manager for Japan Patriot, Pete is responsible for all daily activity

required to assist Mitsubishi Heavy Industries with their licensed production of the Patriot system. This includes answering drawing and print questions, quality assurance, and resolving issues in the factory or field. He also supports visitors, including hardware and software engineering teams involved in upgrades.

As the manager of RAYSYSTEMS Japan, Pete provides the administrative support to all Raytheon personnel on long term assignments in Japan. Currently, there are employees from IDS, RMS and SAS supporting various projects across Japan. The Nagoya office provides all financial and administrative support while the expats are in country. Pete says that he is constantly amazed at the range of activities his job entails. One day he might be supporting visits from IDS leadership and the next day he might be on the factory floor answering questions or maybe even turning a wrench!

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Pete has been with Raytheon for 14 years, including lengthy tours in Bedford, Quincy, Sudbury, Tewksbury and Andover, Mass. In June 2005, he was working as a section manager in Tewksbury, when he learned that an international assignment was opening up to replace Bob Morrissey, who was returning to the U.S. after 17 years in Japan. Pete feels very fortunate to have been selected for his dream job.

When asked what lessons he has learned during his time in Japan, Pete brings up patience. "Meetings in Japan are very slow and methodical, with every attendee having a stake in the result," he said. "It can take a long time, but the final result will be acceptable to all participants."

Outside of work, Pete enjoys karate (he joins his MHI friends for "karate pummelings" every lunchtime), golf (the courses are beautiful — like playing in a Japanese garden) and even found a nearby country music bar that features live music on Thursday nights. If time permits, Pete often plays guitar with the "Far East Cowboys" at Jim's Place.

Pete's wife, who is Japanese, and their two daughters are enjoying the Japanese experience as well. His wife teaches at the Nagoya International School where his daughters attend. The children are quite busy too. The oldest enjoys ballet, violin, volleyball, and badminton; the youngest plays soccer, badminton and piano and participates in Nihon Buyo (traditional Japanese dance).

The Frotzens are also quite involved in events and activities at Nagoya International School, especially the annual Invention Convention sponsored by Raytheon. The following article provides more information about this important event.



Nagoya International School Annual Invention Convention



A student captivates his classmates with his invention

If you happened to be in Nagoya, Japan, mid-March and were in search of a product that could solve one of your nagging problems or fulfill a desperate need, you could have browsed an array of original inventions made by fifth graders at Nagoya International School (NIS). The annual NIS Grade 5 Invention Convention, sponsored by Raytheon, with attention-grabbing items like an automatic shelf, a homework reminder and portable desk, wrapped up just before the spring break vacation.

The Grade 5 students spent the day explaining to students, teachers and parents (and anyone else who would listen), what prompted their invention, how it worked and why it was a great idea. The inventions were the culminating projects borne from a six-week technology unit within the school's elementary International Baccalaureate Primary Years Programme.

Approximately 42 days before the Invention Convention, the Grade 5 students were immersed in a review of technology and its effect on societies. Included was a review of important — and not-so-important — inventions that changed the world. Two books that students carried throughout the unit were an invention journal and an idea book. These were key pieces to help students focus and keep track of their thoughts and ideas about inventions that were brewing in their brains.

Students wrote everything and anything they had absorbed about inventions along with their own threads of thought that could lead to an invention. Once they had an idea that solved a problem or need, they transferred it to the idea book.

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Although students would sometimes grow frustrated by their lack of ideas, teachers reminded them of Albert Einstein's spontaneous thinking and diligent note-taking, Alexander Graham Bell's persistence and Bill Gates' combination of both. "Remember," said the NIS teachers, "a great invention can be found from a list of possibilities that you thought were silly or a flash of instantaneous genius."

One sure comparison between this year's NIS fifth-graders and famous inventors in history is goal-setting. At the start of their studies, the students knew the task ahead and would not give up until they found an idea, formulated it into a product, built it and tested it. Some student inventors were even asked if their invention was for sale!



Peter Frotten speaks to Invention Convention participants

Raytheon has been a proud supporter of the science fair and the NIS science department for many years. This annual event showcases Raytheon's involvement in the local community,

and provides the opportunity to develop students' early interest in science and engineering.

The Grade 5 teachers really appreciate the invention project because creating an invention in this manner involves a variety of subjects. Students need to record their thoughts, processes and ideas (writing); understand and synthesize the technology research (reading); measure and calculate lengths, heights and widths (math); and sketch ideas and design visual presentations (art).

"Creating an invention is the perfect learning tool," said Miss Alison, one of two Grade 5 teachers. The other instructor, Mr. Webb, shared a similar sentiment in his speech during the opening ceremony at this year's Invention Convention.

"Creating an invention challenges you like no other task in school," he said. "And now every student in this room can add inventor to their student profile, which is very impressive."

The enthusiasm seems to have spread to other Convention visitors too. After the NIS fourth graders visited the Invention Convention, their quick-thinking teacher gave them an assignment immediately upon returning to their desks: "Start your list of possible invention ideas for next year's Invention Convention, the one you will be hosting."

Expat Excellence!

Youssef Lemmon, son of Raytheon employee Mitch Lemmon, has been selected for the United States Naval Academy Summer Science, Technology, Engineering and Mathematics (STEM) Program at the Academy in Maryland.

Mitch is currently on assignment for IDS Patriot in Cairo, Egypt.

Please join us in a hearty Raytheon congratulations to Youssef on such a great achievement!

See the [Academy brochure](#) to learn more about the United States Naval Academy STEM program

From the Tax Department

Time for Tax Reconciliation Preparations

For employees using KPMG, the tax returns will be forwarded automatically to the tax team so that the reconciliations can be prepared.

For employees who do not use KPMG, you will need to forward a copy of your signed tax return to Dave Sciore of the tax team either by U.S. mail, [e-mail](#) or fax. Because the fax machine is located in an open area, consider placing a call prior to faxing to ensure someone is waiting by the machine.

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Tax team contact information:



U.S. Mail

David Sciore
Raytheon Company
880 Technology Park Drive, #1071
Billerica, MA 01821 USA
978.436.6084

Fax: 978.436.6133

Please submit a full copy of your federal and state return, along with all W2's. Without a full copy, a proper calculation can't be made and may result in a lower reimbursement.

A common question asked this time of year: "How long do the tax reconciliation calculations take?" The average turnaround time is four to eight weeks from when the tax return is received by the tax team. The actual time depends upon the volume of returns received at one time. Once the calculation is completed, you will be notified of the results by e-mail.

Tax computations reported in income will appear in the bottom right-hand corner of your paystub under the "Other Taxable Items" section. These are treated as an update to your income and, therefore, will not appear with the other compensation listed on the left-hand side of the paycheck.



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June 15 May Be Your Filing Date

Tax Returns

Employees on a long-term assignment who qualify for the foreign earned income exclusion receive an automatic two-month extension for filing their tax returns. The extended filing date is June 15, 2010. Employees working with KPMG who have not already filed a return should follow the advice of their KPMG contact. Employees filing tax returns on their own must do so by this date. Any taxes owed should already have been paid on April 15, 2010.

Quarterly Payments for Federal and State Tax

For those who need to make payments to the IRS outside of withholding or to their state, the second installment of your quarterly tax payments for both federal and state taxes is due June 15, 2010. If you do not already have them, the quarterly tax forms can be found on the [IRS](http://www.irs.gov) website and the individual state websites.

Benefit Confirmation Statements

The Raytheon Benefit Center produces confirmation statements for employees when they enroll for benefits, make a change to their benefit elections or their addresses, or their payroll information changes (for example, when there's a salary change).

Salary increases for this year will be effective May 1, 2010, and will appear in the May 20 paychecks for eligible employees. Salary increases affect salary-related benefits in the following ways:

- Coverage amounts increase for company-paid benefits that are based on your salary — basic life insurance and basic short-term disability (STD).
- Coverage amounts *and* the amount you pay for coverage will both increase for salary-related benefits that you pay for — employee optional life insurance, accidental death and dismemberment (AD&D) coverage, STD Plus and long-term disability.

If you receive a salary increase, a confirmation statement will be mailed to your home address the week of May 17. This statement will include your new basic life insurance and basic STD amounts and the new coverage amounts and costs for your disability, optional life and AD&D coverage, if applicable. Your new coverage amounts will be effective May 1.

RSpace Communities: A Powerful Forum for Collaboration Across the Enterprise

Portions of article from May 24 oneRTN article



RSpace communities are places where information and data gleaned from potentially thousands of your Raytheon colleagues about a particular subject are collected to create a powerful storehouse of knowledge. Since the enterprise-wide launch of RSpace in December 2009, employees have created more than 700 communities.

Discussion Forum



One of the most popular applications in RSpace communities is the discussion forum, the heart of community collaboration. Here you can engage in a lively exchange of ideas by posing and answering questions.

Finding and Creating Communities



As with RSpace profiles, you can add tags to your community to make it easier for people to find you, or you can browse tags to find communities to join. You can also find communities by selecting “Public Communities” from the drop-down search menu and searching for a keyword.

Any RSpace member can create a community. Learn how by visiting the [help section](#) of the communities page. For more information, visit the [Frequently Asked Questions about communities](#).

Suggested International Communities to Join



There are two existing recommended communities for employees interested in Raytheon’s international business, assignments, or

the vast multicultural experiences and resources Raytheon employees possess.

The first is the [RAMMEC Community of Practice](#). RAMMEC is the Raytheon Multilingual/Multicultural Employee Connection. As of today, the RAMMEC Community of Practice is the third largest RSpace community with 790 members. The community is a great place to network, collaborate, develop and document your international experience.

The second recommended site is the [Raytheon Expatriate Employee Group](#). This is a community created for Raytheon expatriate employees to share information relative to their international assignments and work experiences abroad. Share tips, culture and activities. Any RSpace member can join a public community, so even if you aren’t on an international assignment currently, but considering an international assignment or simply interested in the experience, feel free to join.

More information on RSpace can be found in the following articles: [Introducing RSpace](#) and [RSpace Profiles](#)

To begin, click on the [RSpace link](#) in the oneRTN Launch Pad and start collaborating with employees enterprise-wide — and worldwide — today!



Preparing to Travel and Traveling Prepared

By Bob Connors, Enterprise & IT Preparedness

Raytheon employees travel every day, from short trips in a turboprop to 20-hour transcontinental trips. A lot can happen during your journeys, and if you don’t adequately prepare, you could be setting yourself up for disaster. In other words, have you considered the what-ifs?

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What if:

- your rental car breaks down in a remote location?
- you're in an accident with your rental car?
- your rental car is stolen?
- you miss your flight?
- your flight is cancelled and you're stranded in a city that is expecting severe weather?
- you're injured during an emergency landing?
- you hear warning sirens announcing a tornado?
- you are in your hotel room and the fire alarm goes off?
- you're very sick and need to see a doctor?
- you're arrested?
- you witness a violent crime?
- you discover a suspicious package?



- your hotel room is broken into?
- you lose your wallet or purse?
- you forget your prescription drugs?

These are all incidents that can happen to Raytheon travelers. However, many of these incidents are only simple annoyances if you are properly prepared.

Here are some simple steps you can take ahead of time.

1. Be sure your emergency contact information is updated in PeopleSoft.
2. Give your emergency contact(s) the phone numbers for the travel agency, hotel, Raytheon security, Global Health, and your manager.
3. Add an ICE (in case of emergency) entry in your cell phone (preferably on the logo screen) to provide emergency responders with an emergency contact number.

4. Have your itinerary with you and be sure it has emergency numbers for the travel agency, Raytheon security, car rental agency and hotel.
5. If you use a GPS, always have hard copy directions in case your GPS doesn't work
6. When traveling internationally:
 - Review the U.S. State Department's Tips for Traveling Abroad
 - For personal travel — register with the U.S. State Department
 - For business travel — register with the Raytheon Enterprise Employee Locator (REEL) system and meet with your security manager
7. Notice where the emergency exits are in any venue you visit (and planes, trains, etc.)
8. Pay attention to emergency evacuation instructions in planes, trains, conference centers, etc.
9. Understand what hazards may be facing you in the area you travel (e.g., earthquakes, wildfires, floods, violent crimes) and don't take unnecessary risks
10. Carry a piece of paper listing your ailments and medications in your wallet or purse. Also, carry a record of prescription numbers.
11. Know who to call. In a security-related event, contact local law enforcement and your Raytheon security office if you are on business travel.



Visit the "[Assuring the Mission](#)" blog in RSpace for other important crisis management topics.

Are Your Anti-Virus Definitions and Windows Security Patches Up to Date?

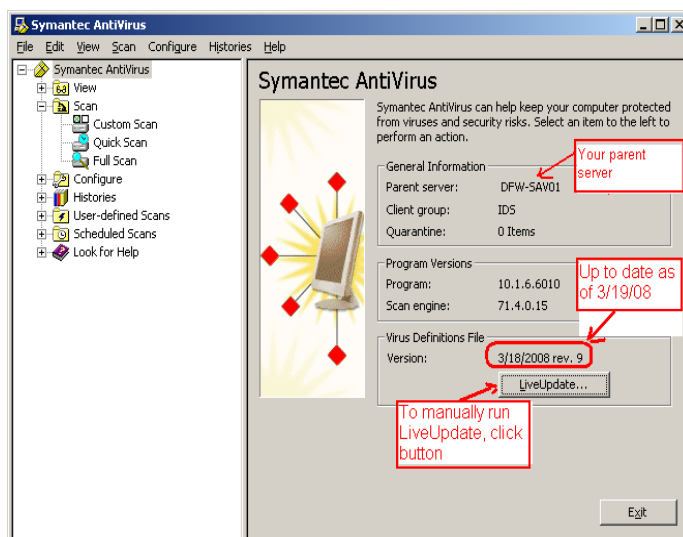


As we near mid-year, it's a good time to remind employees on international assignment to ensure that anti-virus definitions and Windows security patches are up to date.

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Employees should periodically confirm that SAV definitions files remain current. To verify, follow these steps:

1. Right mouse click on the Symantec Antivirus (yellow shield) icon from the bottom right-hand toolbar.
2. An information box will open; verify that the date in the “version date” field is current (within a week or two of the day you check).
3. If an update is needed, click on the LiveUpdate button
4. Select “next” when prompted. This step can take several minutes.
5. Once completed, a message appears stating “LiveUpdate successfully downloaded and installed this update.”
6. Click the finish button.



To verify that Microsoft Office and operating system security patches are current, follow these steps:

1. Select Start from the bottom left-hand toolbar
2. Select Settings
3. Select Control Panel
4. Click on “Add or Remove Programs”
5. Ensure the “Show updates” box is selected at the top of the page.
6. Scroll to the bottom of the list of programs
7. Ensure there are Security Updates for Windows with an “installed on” date no greater than a month ago

If you need assistance with either of the verifications above, please contact your IT help desk or RISCO IT team members Jack Brady or Paul Welch.

Don't Forget to Update Your Dependents and Your Beneficiaries!



Whenever you experience a life event — e.g., marriage, birth or adoption, divorce, dependent child age 19 or older graduating from school — **be sure to update your dependent and beneficiary information.**

You can learn how your benefits might change with any life event and make any necessary changes online, at any time. Simply log on to Desktop Benefits and select the "My Life Changes" tab to model or make your changes online. To view your current benefit elections or update your beneficiaries, click on the "My Benefits" tab, and then the link to "View My Benefit Elections" or "View/Update Beneficiaries."

If you don't have Internet access, call the Raytheon Benefit Center at 800.358.1231. Benefit service representatives are available Monday through Friday from 8:00 a.m. to 8:00 p.m. ET.

Remember, if your child is no longer a full-time student or otherwise no longer qualifies for coverage, you need to remove your child from your coverage so that he or she may be eligible for continued coverage under COBRA. To learn more, see *Your Benefits Handbook*, also available on Desktop Benefits.

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GLOBALintelligence Trivia Quiz From RISCO's Paul Mangini



This trivia quiz is a monthly feature for **GLOBALconnection** readers.

The following questions are arranged in order of easy to difficult.

The answers follow the quiz below.

1. What was the name of the boat used by Roy Schneider, Richard Dreyfus and Robert Shaw in the movie "Jaws"?

a. Bite Me b. Indianapolis c. Orca d. Flipper

2. Who did superstar songwriter Sir Elton John pay tribute to in his hit song "Candle in the Wind"?

a. Janis Joplin b. Jimi Hendrix c. Marilyn Monroe
d. Jim Morrison

3. The highest surface wind ever recorded on earth was 231 mph. Where was it recorded?

a. Mount Ararat b. Mount Everest c. Mount McKinley
d. Mount Washington

4. Approximately how high is the Great Cheops Pyramid at Giza?

a. 350 ft b. 480 ft c. 530 ft d. 610 ft

5. Who was Lord Greystoke better known as?

a. Sherlock Holmes b. Tarzan c. Superman
d. Mark Twain

6. Who has won the most career Olympic medals?

a. Nadia Comaneci b. Larissa Latynina c. Michael Phelps
d. Jim Thorpe

7. Who wrote "Ozymandias"?

a. Aristotle b. Shakespeare c. Shelley d. Milton

8 What is the oldest continuously operating degree-granting university in the world?

a. Al-Azhar University b. University of Al-Karaouine
c. Istanbul University d. Oxford

9. Which of the four flights that crashed on September 11, 2001, hit the Pentagon?

a. AA11 b. UA93 c. AA77 d. UA175

10. What word in English is nearest in meaning to the Sanskrit term "nirvana," which the oriental philosopher Buddha used in the 6th century, B.C, to describe the desired state of consciousness (i.e., to be free from suffering)?

a. Enlighten b. Extinguish c. Happiness
d. Spiritual



We would like to hear from you! To submit feedback, article suggestions or biography/ employee highlight information, [click here](#).

Answers to Globalintelligence:

1-c, 2-c, 3-d, 4-b, 5-b, 6-b, 7-c, 8-b, 9-c, 10-b

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