



# COMMUNITY PARTNERSHIPS IN MOTION

**NORTHROP GRUMMAN**

Building Partnerships for Stronger Communities

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## **"Building Partnerships For Stronger Communities"— Northrop Grumman's new community campaign: A Q&A with Dr. Ronald D. Sugar, Chairman of the Board and Chief Executive Officer**

**Q: What is "Building Partnerships for Stronger Communities"?**

**A:** In the last decade, Northrop Grumman has evolved dramatically through a series of highly successful mergers and acquisitions. We now comprise eight business sectors employing approximately 120,000 people in all 50 states and in 25 countries.

At Northrop Grumman, we realize the importance of unifying our diverse base of employees toward common goals. "Building Partnerships for Stronger Communities" is a company-wide brand that reflects what we believe: the power of one, multiplied by many, equals the potential of an entire community.

**Q: Why is this effort important?**

**A:** Throughout our long heritage of innovation, dating back many decades, we have been a company driven by values. Our commitment to the communities in which our employees

live, work and contribute extends from our belief in volunteer service and collaboration. "Building Partnerships for Stronger Communities" is a way of enhancing and formalizing both our history and our intentions. We believe in working together with people. We believe in building better communities that, in turn, build a better world.

**Q: How does Northrop Grumman view "Building Partnerships for Stronger Communities"?**

**A:** We are enthusiastic about and energized by the programs this campaign represents. By bringing people together and making our efforts more consistent, we will harness and unite the incredible potential of our employees. Collectively, we will broaden and deepen our many community partnerships.

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- **Employees band together after Hurricane Katrina**
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## **"Building Partnerships" campaign emphasizes employee giving, volunteerism**

There are three main components to our new "Building Partnerships for Stronger Communities" campaign:

- 1) A revitalized employee giving program
- 2) An increased emphasis on employee volunteerism
- 3) The Signature Program

The revitalized employee giving program is designed to harness the collective power of employees and deliver

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the full potential of their generosity by unifying certain elements of charitable giving across the company. Sectors and employees will have greater flexibility in their charitable fund-raising efforts. More information is forthcoming on this element of the campaign.

The new campaign also will promote volunteerism—something at which Northrop Grumman employees already excel. The program will highlight and recognize excellence in community involvement at Northrop Grumman, and will better communicate new opportunities for volunteering.

The campaign's signature education program is aimed at community relations activities that encourage young people to pursue educations in math and science. In addition to their other pursuits, each sector will be involved in this companywide focus.

"When you take the power of one, and multiply it by many, you accomplish incredible things," said Cheryl Horn, manager of Community Relations for Northrop Grumman. "Building Partnerships for Stronger Communities provides the framework for our efforts to better serve the communities where we live and work."



## **One year later—Employees band together in aftermath of Hurricane Katrina**

More than a year ago, Hurricane Katrina swept along the Gulf Coast with fury and affected almost 20,000 Northrop Grumman employees. The hardest hit employees: some 7,000 displaced from their homes, stranded with no money and scattered to 34 different states and two countries after the storm made landfall August 29.

"We had employees who were in the middle of chemotherapy and who had other medical conditions during the hurricane and employees stranded needing assistance with shelter, food, medical attention and more," says Sandra Evers-Manly, vice president of ethics and diversity. "Initially, we had no idea of the magnitude. And then we responded in a massive way to help our employees."

With businesses and facilities along the Gulf Coast shut down and people struggling to find basic food, water and shelter, the first order of business was ensuring that employees were safe. Unable to get to work, and with credit unions also shut down, many of the affected employees still received their normal pay when Northrop Grumman arranged for armored vehicles to deliver payroll in cash to employees.

For those who had no way to return home, the company arranged accommodations at nearby hotels and provided minigrants, sent via wire transfer, to help employees through the initial chaos and confusion. The crisis communications center manned by employees throughout the ordeal provided vital information, guidance and emotional support to fellow employees. The dollar amount of the relief effort, including both employee and company contributions, was more than \$5 million.

Now, one year later, employees continue to provide their time and support in the affected Gulf Coast communities. For example, one current priority is helping the large group of Northrop Grumman retirees displaced throughout the Gulf Coast by rebuilding and refurbishing their homes. Also, in New Orleans City Park, employees are restoring the park's rides and facilities. Employees are also involved in numerous Habitat for Humanity and United Way projects, assisting area food banks and providing trauma counseling.

"Some of the schools are still not operating," says Sandra. "Through grants and other assistance, we're helping the communities and schools with rebuilding their media centers and science labs."

## SECTOR ROUNDUP

A quick look at some of the many community outreach efforts here at Northrop Grumman.

### Northrop Grumman Partners with USO to Support Troops

Northrop Grumman is supporting the troops in more ways than one. In addition to equipping warfighters with technologically-advanced systems and solutions, the company's Mission Systems sector has partnered with the United Services Organizations (USO) in a campaign to provide morale, welfare and recreational services to deployed women and men. Coined "Northrop Grumman Cares for the Troops," the three-year-old campaign aims to extend a touch of home to the U.S. military.

The campaign is best known for its assembly of care packages that include various goods, toiletries and a personal note of encouragement that are shipped to troops around the world. Employees from Mission Systems and other sectors regularly volunteer their time at care package "stuffing parties" in Fort Belvoir, Va.

Employees who aren't able to volunteer their time still support the program by sponsoring one or more care packages via the online donation Web site: <http://ngcares.northropgrumman.com>.

The company also sponsors entertainment events, such as the "Salute to the Troops" dinner and musical concert held July 24 at Wolf Trap National Park for the Performing Arts in Vienna, Va., and recently donated \$375,000 to the USO of Metropolitan Washington to help establish a new 750-square-foot USO lounge at Dulles International Airport.

The new USO lounge is expected to open in 2007.

2007 will bring about a host of new USO activities, along with more stuffing parties and donation opportunities. For more information on the USO, visit <http://www.uso.org>.

### Robots do battle at National Engineers Week

In February and March 2006, Integrated Systems sector engineers supported a tradition of visiting schools and bringing students inside Northrop Grumman facilities in an effort to mentor future aerospace engineers. At Northrop Grumman sites in Melbourne, Fla; Bethpage, NY; and El Segundo and Palmdale, Calif., students learned about engineering and got the chance to compete against teams of engineers in designing and battling robots.



Scott Mariani, Ryan Reid, Ken Weeks and Scott Hoffman—a.k.a. the "Altered Mines" team in Melbourne, Fla.—received honors for their innovative robot design at the annual team challenge during National Engineers Week.

### Employees join forces for Earth Day cleanup

Some 100 employees from the Newport News sector helped clean up a Newport News park on Earth Day in April 2006. The volunteers collected 3,453 pounds of trash and 1,727 pounds of recyclables at the park.

### Schools welcome free supplies

Newport News sector employees donated and delivered more than 16,000 items during the 2005 "School Tools" campaign in April 2006.

## SECTOR ROUNDUP

### Walk America



In early 2006, the Integrated Systems sector launched its March of Dimes WalkAmerica campaign across the nation for the eighth consecutive year and by midyear had raised more than \$400,000. Shown here, one-year-old Sawyer May Plath was along for the ride at the Long Island, N.Y., WalkAmerica. Born at 29 weeks, she was this year's March of Dimes poster kid at the sector's Bethpage site.

### Partnership with Habitat for Humanity Builds Teams and Homes

Building teams while building homes is the focus of a collaborative partnership between Northrop Grumman's Electronic Systems (ES) sector and the Chesapeake Habitat for Humanity "TeamBuilds" program. In a day-long experience, participants work together to complete a specific construction project on a Habitat house paying close attention to budget, supply requirements and roles for each team member. "The event provides a way to build not only professional relationships with team members, but also personal ones in a safe, fun environment," said Susan Russell, an instructional designer at ES and event facilitator. "Companies receive a unique training experience that helps them at the work place," said Mike Mitchell, Chesapeake Habitat for Humanity Executive Director. Interested organizations at Northrop Grumman can contact Tracey Draper for more information on the TeamBuilds program.

### Mentorships encourage high schoolers



Melissa Davis distributes items to students participating in Groundhog Job Shadow Day.

Information Technology sector employees in Reston, Va., hosted local students during Groundhog Job Shadow Day. The event, organized annually by the Northern Virginia Technology Council in

conjunction with area schools and the National Job Shadow Coalition, was a successful day of hands-on demonstrations, speakers and tours. High school juniors and seniors who express a passion for mathematics, science and technology meet with employees in the field, get encouragement to pursue their coursework and seek opportunities within the vital industry. The day concluded with a tour of the Center for Security Smart Solutions, which showcases technologies developed to protect the high-security assets of the defense and intelligence communities.

### Teachers peek inside Space Technology

At the National Science Teachers Association conference in Anaheim, California, Northrop Grumman executives issued a challenge to science and math teachers across the country: keep fostering the imaginations of children. As part of the conference, some 45 educators visited the Space Technology facility in Redondo Beach, Ca., and enjoyed a tour of the James Web Space Telescope (JWST) and the National Polar-orbiting Operational Environmental Satellite System (NPOESS).

"Developing a love for science and math starts in grades K-12," said Alexis Livanos, president of the Space Technology sector. "You are preparing the next generation of professionals who will lead our country's defense and science communities."

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