Your Next Mission—TRANSITION

March 2014
Northrop Grumman Corporation

- Leading global security company
- 70,000 people, 50 states, 25 countries
- Comprised of four business sectors providing leading capabilities in:
  - Unmanned Systems: In sea, land, air and space, Northrop Grumman Corporation is the recognized leader in unmanned systems
  - Cyber security: Outpacing the rapidly evolving cyber threat spectrum demands constant innovation—we understand its complexity
  - C4ISR: Our breadth, depth and ability produces first responders, intelligence gathers and others with tools to act with confidence
  - Logistics: Northrop Grumman offers a full-spectrum of logistics support and services to meet any mission requirement
Making the transition from military culture to civilian culture can be frustrating... the military culture is:

- defined by common experiences (boot camp, deployments, military installations, moving)
- teamwork centric
- decisive
- Process oriented
- detailed
- focused on responsibility & ownership
- timeline focused
- structured
- doing ordinary and dangerous jobs in extraordinary circumstances

“no excuses – get it done!”

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Making the transition from military culture to civilian culture can be frustrating… the Northrop Grumman culture is:

defined by diverse workforce sharing varying experiences

buy-in

collaboration

work in cross-functional teams

business casual

flexible work environment

employee engagement

process oriented

focus on performance—creating value for shareholders

first-name basis

“Our work with cutting-edge technology is driven by something human: the lives our technology protects”
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
Operation IMPACT
(Injured Military Pursuing Assisted Career Transition)

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, training, 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

Finding Candidates

- 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
Program Activities

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
**Program Activities**

**Ensure Reasonable Accommodations are Provided**

➢ Northrop Grumman utilizes internal nurse case managers to:
  
  o 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
  
  o Conduct periodic reviews with employee to address any additional needs
**Program Activities**

**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 has 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
Program Activities

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 Hayenga
Program Outcomes

- Over 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
THE VALUE OF PERFORMANCE.

NORTHROP GRUMMAN