

Operation IMPACT

(Injured Military Pursuing Assisted Career Transition)

January 2014



THE VALUE OF PERFORMANCE.

NORTHROP GRUMMAN

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



Four Operating Sectors

Aerospace Systems



A premier developer, integrator, producer and supporter of manned and unmanned aircraft, spacecraft, high-energy laser systems and microelectronics critical to maintaining the nation's security.

Electronic Systems



A leading developer, manufacturer, integrator and supporter of a variety of advanced electronic and maritime systems for U.S. and international customers for national security and non-defense applications.

Information Systems



A leading global provider of advanced solutions that deliver timely, enabling information to where it is needed most for our military, intelligence, civilian, state and local, and commercial customers.

Technical Services



Creating innovative, cost-effective logistics solutions. From modernization and sustainment, supply chain management, training and simulation, and automated test equipment, we offer a full-spectrum of support.

Operation *IMPACT*

(Injured Military Pursuing Assisted Career Transition)



Our History

- Grass roots program with mission to provide career transition assistance for **severely injured** 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 more than 100 companies committed to employing severely injured service members

***The Mission of Northrop Grumman's
Operation IMPACT Program:***

To provide career transition support to military service members who have been severely injured while deployed in combat operations in support of Operation Iraqi Freedom (OIF), Operation Enduring Freedom (OEF), or Operation New Dawn (OND) by identifying potential career opportunities.

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



Program Activities

- ***Finding Candidates***
- ***Matching Skills with Business Needs***
- ***Ensure Reasonable Accommodations are Provided***
- ***Educating Hiring Managers***
- ***Transitioning the Wounded Warrior into Our Culture***



Program Activities

Finding Candidates

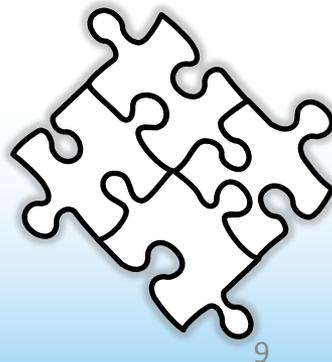
- Proactive outreach to the DOD, VA, and other Veterans Services organizations, providing information on the program and eligibility criteria to solicit candidate referrals to Operation IMPACT
- Attend targeted career fairs for wounded warriors
- Host employment transition workshops at warrior transition units



Program Activities

Matching Skills with Business Needs

- Educating our recruiters and hiring managers in military occupations and ranks
- Utilizing Military Occupational Specialty/Code translators
 - Military.com
 - Onet.org
- Working closely with Vocational Rehabilitation and/or Employment Counselors
- Partnering with other companies and organizations who share same commitment to assist in placement



Program Activities

Ensuring Reasonable Accommodations are Provided

- Utilizing internal nurse case managers who:
 - 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



Program Activities

Educating Hiring Managers

- Developed a disability awareness training program that is accessible to all employees, including managers
- Providing a recruiting and placement checklist for hiring managers that includes information on interviewing candidates with disabilities, preparing the work teams, and making reasonable accommodations



Program Activities

Transitioning Wounded Warriors into Culture

- Developed a Sponsor program to provide a resource to assist the new hire with transitioning into the company
- Developing a formal assimilation training addressing cultural differences as part of the new hire's on boarding process



Program Outcomes

- Over 150 severely injured service members or 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
- Developed strong partnership with the VA, DOD and DOL
- Creation and delivery of training and workshops focused on
 - Increasing awareness regarding the differences between corporate and military culture, and
 - Maximizing job fair participation



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