



## Biography

**Michael C. Grubbs** is the senior counsel, Labor & Employment for Raytheon Missile Systems in Tucson, Arizona. Grubbs serves as a member of the Office of the General Counsel and advises on human resources and security-related legal issues for RMS, among other duties. Raytheon Company (NYSE: RTN), with 2016 sales of \$24 billion and 63,000 employees worldwide, is a technology and innovation leader specializing in defense, civil government and cybersecurity solutions. Raytheon is headquartered in Waltham, Massachusetts.

Prior to joining Raytheon, Grubbs practiced labor and employment law with several law firms, including Polsinelli PC, a national law firm. He was recognized in Southwest Super Lawyers as a “Rising Star” in Employment & Labor, 2012, 2013, 2014 and 2015. In his

years of practice, he has defended employers in federal and state discrimination lawsuits, advised employers on employment and risk management issues, drafted contracts and policies related to employment issues, and defended employers in wage and hour audits. His prior experience involved representing clients in a variety of industries in their dealings with courts and state and federal agencies, including the Ninth Circuit Court of Appeals, the Arizona Supreme Court, the Arizona Civil Rights Division, the Equal Employment Opportunity Commission, the Department of Labor, and the National Labor Relations Board.

Grubbs earned his Juris Doctor from the University of Arizona and a bachelor’s degree in journalism from Utah State University.