



Mark Ferguson is Sr. Manager, Human Resources for Raytheon Missile Systems (RMS) in Tucson, Arizona. Raytheon Company (NYSE: RTN), with 2019 net sales of \$27.1 billion, is a technology and innovation leader specializing in defense, homeland security and other government markets throughout the world. With headquarters in Waltham, Mass., Raytheon employs 67,000 people worldwide.

As a member of the HR Team, Ferguson is the RMS Employee Relations & Compliance Manager, where he is responsible for not only ensuring fair and objective employee investigations, consistent HR policy application, but also ensuring that RMS has a healthy and robust OFCCP audit-readiness strategy, meets all Federal employment and labor laws and regulations and trains HRBP/Gs in their compliance responsibilities. Ferguson has also had prior responsibility for the RMS integrated Labor Relations strategy.

His most recent prior position was the RMS Business Location Integration Manager, where he was responsible for not only ensuring consistent HR policy application, but also the inclusion and engagement of employees and capabilities in support of RMS business growth goals. Before that, Ferguson was the interim RMS Talent Acquisition Manager in Tucson where he was responsible for developing and refining recruiting processes and staffing strategies for professional and university program hires; managing the employee relocation process; partnering with Diversity & Inclusion to maximize relationships with external professional affinity organizations; and developing collaborative relationships with HR functional partners to ensure consistency across policies, processes and practices.

Biography

Ferguson has 30 years of experience in Human Resources to include Organization and Leadership Effectiveness, Change Management, Talent Management, Performance Development/Accountability, Labor and Employee Relations, Union Contract Negotiations, Training and Development, Employment Law and Compliance, Benefits Administration, HR Information Systems, Ethics, Security, EHS, and Communications.

He also has other Raytheon business experience Integrated Defense Systems (IDS), including a one-year rotation in Business Development as a member of the Government and Community Relations Team.

Ferguson has worked in Tucson, Arizona, and smaller business locations in Louisville, Kentucky, and Portsmouth, Rhode Island giving him a broad view of products, programs, organizational climates, and cultures including differences in both employee populations and geographic locations in the West, Midwest, and East Coast.

He is a Senior Professional in Human Resources (SPHR) and has been a member of National Chapter of the Society of Human Resources Management (SHRM).

Ferguson is a graduate of Brigham Young University, Provo Utah and holds a bachelor's degree in Human Resources Development.