



Mission Technologies colleagues:

I'm excited to write to you for the first time as the Warfare Systems (WS) group!

As you heard from Andy, we are making strategic changes to the way our division is organized and how we operate.

In a visionary plan called "SHAPE 2030," we are:

- Consolidating from six groups into four: All-Domain Operations, Global Security, Warfare Systems and Uncrewed Systems.
- Aligning the four groups to a common operating model with specialized roles in Operations, Growth, Portfolios and Quality.

Our group comprises the following portfolios:

- Platform Integration, led by **Paul Hayes**
- Electronic Systems, led by **Matt Britton**
- Enlighten, led by **Steve Wagner**
- Cyber & Intelligence, led by **Ron Fodor**
- Integrated Systems, led by **Eric Wright**
- C5ISR Systems, led by **Kristen Ross**

Dino Cencetti will serve as the vice president of operations and my deputy.

These changes are designed to:

- **S**ynergize capabilities across the division.
- **H**armonize operations across groups.
- **A**chieve competitive indirect rates.
- **P**ropel forward with a unified and cohesive culture.
- **E**mpower the workforce with a clear path forward.

I'm sure you have lots of questions. Over the following two weeks we will be hosting town halls to further communicate the changes and, most importantly, hear from you.

In the meantime, please visit the [SHAPE 2030](#) webpage for more resources, including FAQs and a [video message](#) from the leadership team.

This is an exciting time for Mission Technologies. I can't wait to SHAPE our future with you!

Grant