



# ALL-INclusive

*Transforming for Impact*

# A Message from the Chairman, President and CEO



At Lockheed Martin, we believe that our commitment to diversity and inclusion is a business imperative, helping to drive our innovation and global leadership. As we seek to protect lives, advance scientific discovery, and spur economic growth, we recognize that our ability to continue to shape the future will depend on attracting and retaining a talented, diverse, and inclusive workforce.

Our customers turn to us every day to deliver game-changing technologies. We know that the best way to develop these technologies is with a workforce that draws from a diverse set of backgrounds, experiences, and skills. By building a workplace where every voice is heard and every idea is welcome, we can create more effective teams, encourage more far-sighted innovation, and make our company stronger and more competitive.

In our **2019 Global Diversity and Inclusion Annual Report**, we show how our commitment to diversity and inclusion guides our planning, decisions, and actions across our company and in our community outreach. In the following pages, you will see the goals we have set and what we've achieved in our diversity and inclusion journey. This report will also provide insights into how we make opportunities accessible and equitable for all people.

At Lockheed Martin, we believe the future is bright. By working to create an inclusive environment at our company, we know that we can position people to excel. In the years ahead, we will remain focused on diversity and inclusion as we build our world-class workforce. In doing so, I am confident we will be well-positioned to serve our customers' critical missions, transform our communities, and drive progress for people around the world.

**- Marillyn A. Hewson**  
Chairman, President and CEO

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## What We Value

### Do What’s Right

We are committed to the highest standards of ethical conduct in all that we do as an organization. Demonstrating the right behaviors matters to Lockheed Martin and also aligns with our commitment to supporting a diverse and inclusive workplace. We believe that honesty and integrity engender trust, which is the cornerstone of our business and an enabler of inclusion. When we demonstrate good citizenship and leadership responsibility across our footprint, we create an environment we desire for our people.

### Respect Others

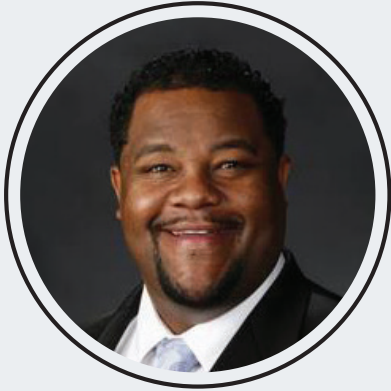
We recognize that our success as an enterprise depends on the talent, skills and expertise of our people and our ability to function as a tightly integrated team. We appreciate our diversity and believe that respect – for our colleagues, customers, partners and all those with whom we interact – is an essential element of all positive and productive business relationships.

### Perform with Excellence

We understand the importance of our missions and the trust our customers place in us. We seek not only the highest accomplishments as individuals, but also seek to help our fellow team members achieve at the highest levels.

# Powered by People

## A Message from Chief Diversity and Inclusion Officer



We know the value of Lockheed Martin's diverse workforce is maximized when every employee is treated with respect and integrity. And we appreciate that each employee at our company has a unique set of knowledge, skills and experiences that make them valuable contributors to our team.

That is why we selected ***ALL-INclusive: Transforming for Impact*** as the theme of our 2019 Global Diversity and Inclusion Annual Report. As a company, we believe being All Inclusive means hearing from all voices, leveraging all skills and encouraging all talents throughout our workforce. In 2019, we took bold steps to foster a culture of respect and inclusion where all employees can feel comfortable contributing their best work.

Throughout this report, you will see how we worked together across our company in 2019 to reach heights higher than the diversity and inclusion goals we set for ourselves. We demonstrated this through three key areas: people, purpose and passion.

**Powered by People:** At Lockheed Martin we recognize that we are powered by people – and that people are our best asset. In this report you will learn about our people, including the more than 36,000 Lockheed Martin employees who are members of our Employee Resource Groups, and their impact on our diversity and inclusion journey.

**Transformed by Purpose:** We pride ourselves on our commitment to create a culture of inclusion across the corporation. Our 2019 Global Diversity and Inclusion report describes how we work to equip our employees with the skills and tools they need grow in their careers and collaborate with their colleagues across the business.

**Elevated by Passion:** Our people are driven by passion to deliver transformational capabilities to our customers now and in the future. We know that the strength of our workforce depends on reaching out to the next generation. In the following pages, you will see the impact of our diversity outreach and engagement with community partners.

Thank you for taking time to read our annual report. It is our hope that you will come to better understand how our commitment to being ALL-IN truly connects our diversity and inclusion mission with our people.

- Nick Spain

Vice President, Enterprise Operations Human Resources and Acting Vice President GD&I



At Lockheed Martin, we foster an environment where innovation can thrive, and all employees can do their best work. We know from experience that embracing the unique talents and perspectives of our employees is critical – not only to delivering on our commitments to do what's right, respect others and perform with excellence – but to delivering on our mission.

In this Section:

- Executive Inclusion Council
- Who We are Today
- Our Businesses
- Employee Resource Group Engagement
- Community Engagement Across the Enterprise



*Executive Vice President  
and Chief Financial Officer  
Ken Possenriede*



*Council Chair  
Marilyn Hewson*



*Global Diversity and Inclusion  
Acting Vice President  
Nick Spain*

## EXECUTIVE INCLUSION COUNCIL

Comprised of Lockheed Martin's most senior leaders, the Executive Inclusion Council (EIC) reinforces Diversity & Inclusion strategies as imperative business drivers. By working with internal and external stakeholders, the EIC advocates and supports Diversity & Inclusion within their business areas and key functions.

### BUSINESS AREA REPRESENTATIVES



*Aeronautics  
Jeff Babione*



*Missiles and  
Fire Control  
Michael Williamson*



*Rotary and  
Mission Systems  
Jon Rambeau*



*Space  
Maria Demaree*



*LM International  
Joseph Rank*



*Enterprise Operations  
Michael S. Smith*

### FUNCTIONAL SUPPORT



*Human Resources  
Greg Karol*



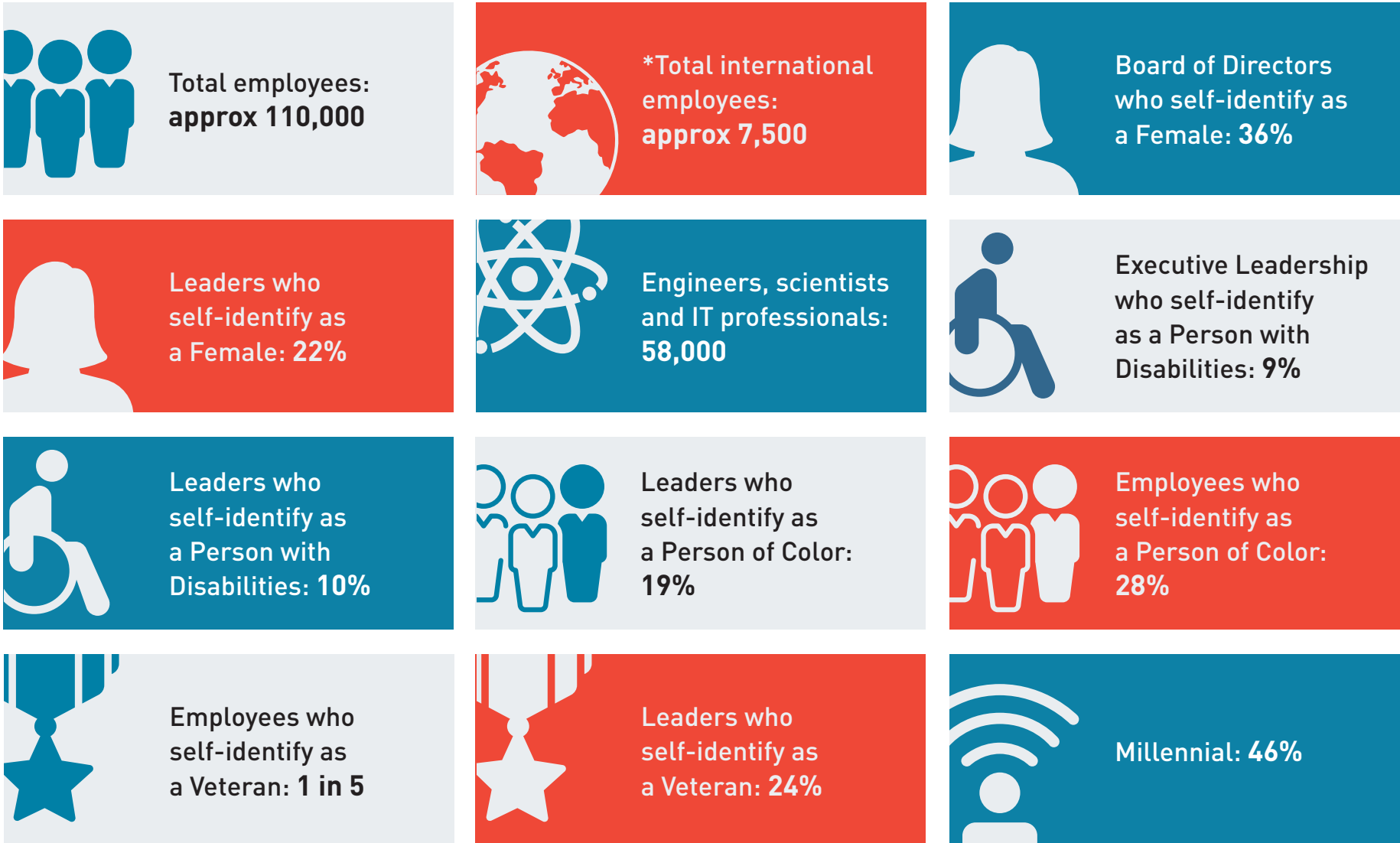
*Communications  
Dean Acosta*



*Legal  
Susan Dunnings*

## WHO WE ARE TODAY

At Lockheed Martin, we view diversity and inclusion as a strength, drawing on unique perspectives to help drive innovation. We appreciate what individuals bring to our team, most importantly, diversity of thought.



## Supplier Diversity

### Our Mission:

Be the global industry leader in evolving our diverse supplier base. We will maximize use of small businesses in our supply chain to create a technological advantage for our customers, stimulate economic growth and achieve long-term business success.

### Our Vision:

Fostering a culture that meets the dynamic environmental challenges by leveraging diverse suppliers. We provide maximum opportunities and visibility to small businesses through advocacy, counseling and training.

- During the U.S. federal government fiscal year 2019 alone, Lockheed Martin contributed \$5.3 billion in small business contracts for Department of Defense programs – a 17.3% increase over the 2018 fiscal year.
- Lockheed Martin has 15,727 active suppliers including suppliers in every U.S. state and more than 1,000 suppliers in over 50 countries outside the U.S.



“Our nation’s security and our company’s success are tied to the strength of our supply chain. That’s why Lockheed Martin works to support and to maintain a breadth of suppliers who can bring distinct backgrounds, experiences and capabilities as we help our customers deliver on their most critical missions.”

**-Marilyn A. Hewson**  
Chairman, President and CEO

## Did You Know?

*Lockheed Martin offered the new “Lockheed Martin Supply Chain Cybersecurity Academy” training workshops to small businesses across the country. This training provides suppliers with the awareness of cybersecurity threats and its potential effect on Department of Defense (DoD) Aerospace and Defense programs/systems.*

## What Diversity & Inclusion Mean to Us:

### Diversity

At Lockheed Martin, we define diversity as the various attributes we each possess based on characteristics from birth, experiences we have had, and decisions we have made.

### Inclusion

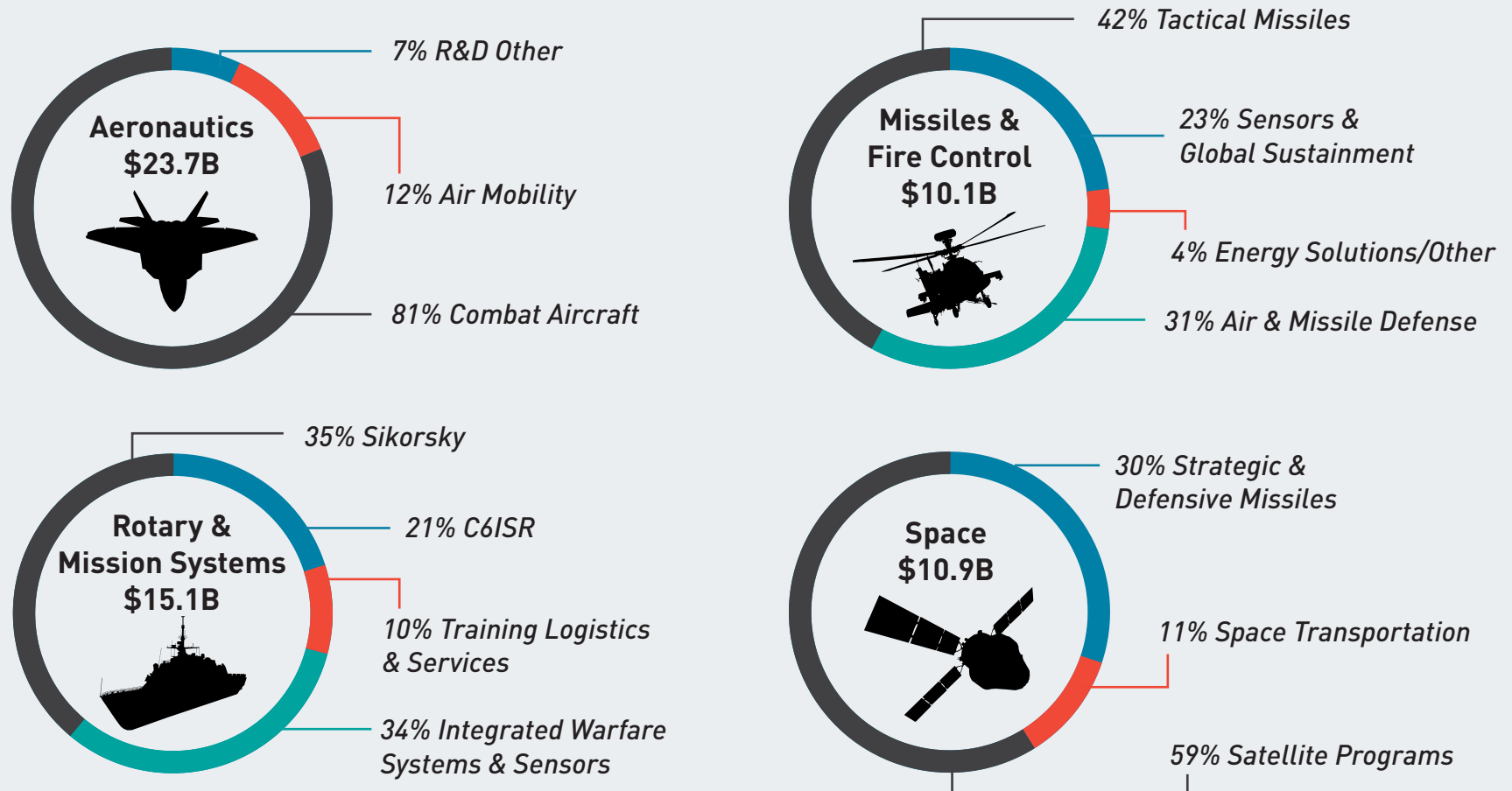
We define inclusion as acknowledging and leveraging diversity by creating an environment where employees feel welcomed, respected, engaged and able to bring their full self to work in order to develop innovative solutions that drive business success.





## Our Businesses

Our corporation headquartered in Bethesda, Maryland, is organized around our core business areas, dedicated to specific products and services. Our employees also work with Lockheed Martin International, which supports products, technologies and services to meet global customers' national security and citizen services needs, and Enterprise Operations, which is comprised of headquarters personnel, business function personnel and enterprise-wide shared services centers.



## Employee Resource Group Engagement

Lockheed Martin recognizes the power of Employee Resource Groups as a business enabler to impact our talent, engagement, brand, business growth and Impact imperatives. 2019 was a year of transformation for all employee groups.

As part of Lockheed Martin's commitment to diversity and inclusion, and in support of our ERGs, a Strategy Showcase was announced in January 2019 inviting ERGs to submit innovation concepts to impact the business, culture and people of Lockheed Martin.

### Strategy Showcase: Seven Highly Innovative & Impactful Ideas

**WINNER**

Program Junior  
College STEM Day



D&I Leadership  
Development



EN-ERG-ize App



Pursuing Excellence through  
Acquiring Knowledge  
(PEAK)



No One Left Behind



#ILookLikeLockheedMartin  
Campaign



Automation in Mentoring



## Transformed Through Membership



Enterprise Operations (EO) Global Diversity & Inclusion, in partnership with the EO Inclusion Council and EO ERG, developed and launched a **new mentoring program called “WINGS”** – Working to Include, Network and Grow Stronger. This innovative mentoring program is designed to empower a diverse workforce in an inclusive workplace. WINGS offers a new way to facilitate powerful mentoring relationships through an innovative and interactive online platform that connects mentors with diverse mentees to provide coaching, feedback, developmental experiences and career exposure.



The Allies for Inclusion mission is to identify employees that have a personal commitment to inclusion, and a desire to learn and demonstrate the skills of being an ally.

## Did You Know?

*Lockheed Martin supports allyship and empowers others to join together. Through its Allies for Inclusion network, we work to identify employees that have a personal commitment to inclusion, and a desire to learn and demonstrate the skills of being an ally.*



*Frank St. John*  
Executive Vice President  
Rotary and Mission Systems



*Rick Edwards*  
Executive Vice President  
Strategic Advisor to the CEO

## Mission

### Driving Inclusiveness

The Able & Allies' community mission is to contribute to the company's Diversity & Inclusion success by uniting its community to create a positive, inclusive environment by promoting awareness and providing support and resources for employees with disabilities and employee caregivers.

Space observed National Disability Employee Awareness Month, as Able & Allies hosted Jake Murphy, MFC Control Engineer at its Waterton campus in Denver in October. Jake spoke to hundreds of employees about his experiences in combat, rehabilitation once returning home, his path to Lockheed Martin, and what it means to be an employee and an Able & Allies member.



*"I identify as a person with a disability after being injured during combat in Afghanistan. Following my initial trauma, I made the decision not to let my injuries define me or my future. It has now been over five years living my new normal. I appreciate the backing and support I receive from Lockheed Martin every day."*

**- Jake Murphy,  
Control Engineer**



*"I joined Lockheed after leaving a challenging work environment where I struggled identifying the development and support I desired. I sought a different experience, so I pursued connections with peers and people that looked like me, that's when I discovered AACE. I found support and guidance to help me navigate in this new, global company, and help me discover career paths and opportunities. AACE has offered an extended family where I know I can connect with people anywhere in the corporation."*

**- Sheronda Nash,  
F35 DMS Program Manager**



**Rick Ambrose**  
Executive Vice President  
Space



**Stephanie Hill**  
Senior Vice President  
Enterprise Business  
Transformation

## Mission

### *Accelerating Diversity & Inclusion from Dreaming to Doing*

The African American Council for Excellence (AACE) mission is to improve the performance of Lockheed Martin by building and retaining full spectrum African American and Black employees by leveraging the power of diversity, delivering value and developing personal mastery.

AACE hosted 75 students from Prairie View A&M for an on-site visit in Dallas, Texas. AACE and National Society of Black Engineers (NSBE) members showed students the awesome resources in the Innovation Center, life-size products at the product display set up, the research happening in the Environment lab, and the busy work happening on the manufacturing floor. Students met with NSBE members and discussed experiences with early career employees, and explored what life is like as an engineer.





**Ken Possenriede**  
Executive Vice President  
and Chief Financial Officer



**Robert Rangel**  
Senior Vice President  
Washington Operations

## Mission

### Closing the STEM Gap

The mission of the Hispanic Organization for Leadership & Awareness (HOLA) community is to recruit, grow and develop Hispanic talent to shape the future at Lockheed Martin.

The HOLA Employee Resource Group continued its mission to serve the external community through STEM outreach programs and volunteer activities. The team joined the University of Central Florida for STEM Day and over 650 K-12 students from the university participated.



*"It is very important to me as a female professional to attend these types of events. Girls need female role models to inspire success and it is so rewarding to see the excitement in their eyes when discovering how fun STEM can be."*

**- Anna Juarez,  
Finance, Sniper ATP**

### Did You Know?

Research shows that the earlier we teach, guide and support children's wonder about the world initiating the basic foundation for STEM, the more successful they will be later in life.



*"I'm grateful to work for a company that promotes a culture of inclusivity. The power of employee resource groups in the workplace is a crucial component. There are no barriers to what I can achieve personally and professionally by bringing my whole, authentic self to work everyday."*

**- Tramy Simpson,  
Multi Functional Manufacturing Senior Manager**



**Mark Pasquale**  
General Manager  
& Vice President  
Space



**Dean Acosta**  
Senior Vice President  
Communications

## Mission

### *Creating Equal Opportunity for ALL*

The Professional Asian American Network's (PAAN) mission is to accelerate and enhance leadership development of Asian American Employees.

Over the past decade, Lockheed Martin's Asian American community has strived to help understand, encourage and assist in leadership growth through the PAAN ERG. PAAN's focus includes leadership development and sustainment of the PAAN Mentoring Program.

Through PAAN's dedication and its Mentoring Program committee, Asian Americans across Lockheed Martin have a program which pairs Asian American employees with PAAN volunteer mentors for a year-long opportunity to obtain knowledge, experience and guidance, helping all participants further their leadership goals.





Maryanne Lavan  
Senior Vice President  
General Counsel &  
Corporate Secretary



Robert Mullins  
Senior Vice President  
Corporate Strategy &  
Business Development

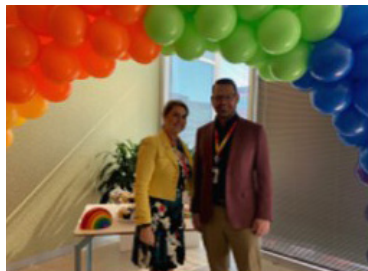
## Mission

### Strengthening Relationships

The mission of the PRIDE community is to enhance understanding of Lesbian, Gay, Bisexual, and Transgender (LGBT) employees' existence, challenges and contributions to create a more open and inclusive work environment that enables each employee to bring their full, authentic selves to work every day.

In September 2019, the PRIDE ERG expanded its presence outside the United States for the first time with the launch of the Pride Australia and New Zealand Chapter. Over 40 employees from various sites throughout Australia and France.

More than 200 employees and friends participated in the third annual CommUNITY Rainbow Run held in June, in Orlando, Florida. PRIDE raised over \$7,000, and proceeds benefited the onePULSE Foundation, a 501c3 established to support those impacted from the Sunday, June 12, 2016 tragic event.



*"I am enormously thankful Lockheed Martin invests in its employees and inclusive workplace culture through its support of Employee Resource Groups (ERG) like the PRIDE Lesbian, Gay, Bisexual, Transgender (LGBT) Professional Network. I have been a member of PRIDE since very early in my career with Lockheed Martin, and the relationships I've developed and experiences I've had through my participation have shaped me personally and professionally and will stay with me for the rest of my life."*

**- Michelle Robbins-Venables,  
Program Manager**





*“What I’ve enjoyed most about being involved in an ERG is the interaction with the other communities. I’ve come a long way on my diversity journey only to realize I have a long way to go. However, I have also discovered that we are all much more alike than we are different.”*

**- Christopher Wagoner,  
Mult Function Finance Manager**



## MILITARY VETERANS



**Leo Mackay**  
Senior Vice President  
Ethics and Enterprise  
Assurance



**Scott Greene**  
Executive Vice President  
Missions & Fire Control

### Mission

#### Driving Impact

The Military Veterans’ community mission is to support military and veteran employees and community members with an employee forum that provides networking, education, and volunteer opportunities, as well as personal and professional development.



The Military Veterans Employee Resource Group (ERG) and the Lockheed Martin Leadership Association (LMLA) hosted a Veterans Appreciation Dinner where over 270 guests were able to hear from U.S. Army Master Sgt. Cedric King (ret.) speak about his experience and career serving as a leader in the armed forces. King is a proud recipient of the Bronze Star, Purple Heart and the Meritorious Service Medal.



**Michele Evans**  
Executive Vice  
President  
Aeronautics



**Rod Makoske**  
Senior Vice President  
Corporate Engineering,  
Technology, and Operations

## Mission

### Forging a Successful Future

The Women's Impact Network's (WIN) mission is to help women advance in the workplace, both for themselves and Lockheed Martin. They strive to change the culture of business from the inside out by investing in women and empowering them to cultivate leadership skills, business, practices, personal contacts and career opportunities.

Women in Engineering (WIE) Day started over 16 years ago in RMS as a Society of Women Engineers (SWE) activity at the Syracuse facility and expanded to SWE members in Moorestown the following year.

Through this initiative, 19 sites across RMS host more than 1,000 students to introduce them to the exciting world of engineering and highlight the many career opportunities available. Lockheed Martin employees logged more than 1,500 volunteer hours to make sure each event was successful.



*"My participation in WIN over the years has had a deep and lasting impact on me. While I joined WIN from a standpoint of wanting to give back and support the women of Lockheed Martin, the return for the efforts that I have invested have been double or triple-fold for me personally. The connections that I have made, the leadership skills that I have gained, and the different perspectives that I have absorbed are priceless."*

**- Gaylia Campbell,**  
Vice President Program Management

## Community Engagement Across the Enterprise



Aeronautics PAAN partnered with the Society of Asian Scientists & Engineers (SASE) to bring students from the University of Texas Arlington to Lockheed Martin's Ft. Worth site.



With more than 15,000 visitors, Rotary and Mission Systems (RMS) and Missiles and Fire Control (MFC) in Orlando partnered at the 14th annual Otronicon conference at the Orlando Science Center, showcasing our technology and passion for STEM education in the Central Florida community.



The PRIDE ERG and Allies for Inclusion joined over 200 Lockheed Martin employees, friends and family (from three business areas, RMS, EO, MFC) participating in the third annual COMMUNITY Rainbow Run held in June, in Orlando, FL. Net proceeds from the run benefited the one PULSE Foundation and support survivors and victim's families, resulting in PRIDE raising over \$7,000.



Held at the Wings Over the Rockies Museum, the "STEAM for All" event engaged our community partner, Girl Scouts of Colorado. Nearly 1,000 people attended the event, including over 50 Girl Scouts and troop leaders from across the state. In an effort to help the Girl Scouts earn their Space Badges, 18 Lockheed Martin Space volunteers provided a virtual reality experience where the girls had the chance to explore the Moon and Mars.

# Transformed by Purpose



Diversity & Inclusion takes root in every part of the organization, at Lockheed Martin. Across each business area, Lockheed Martin offers robust inclusive educational programs at all levels.

In this Section:

- Inclusive Learning
- Proactively Driving a Culture of Inclusion
- International Women's Day

## Inclusive Learning

### *Inclusive Learning Strategy Vision*

**Our Vision:** Leverage experiential learning to help develop a workplace culture in which inclusion is the “norm” - where behaving inclusively and simply being inclusive is embodied in everyday activity and business processes.

### *Lens at Lockheed Martin*

**Purpose:** Use films in a creative way to further create an inclusive culture at Lockheed Martin by deepening employees’ awareness and understanding of Diversity & Inclusion, encouraging meaningful dialogue, and creating culturally competent employees and behaviors.



#### 34 US-Based F2F Sessions

- 17 Intersectionality
- 15 Lens at LM
- 2 Building a Culture of Inclusion



#### 5 Virtual Sessions

- 3 Intersectionality
- 1 Unconscious Bias
- 1 Lens at LM



#### 1 International Presentation

- Leveraging Authenticity



~ 1,400+ Employees Reached across all BA's

### Inclusion Spotlight

Real Talk with Robert Rangel

"Many times, people like me have to check our instincts that we've spent a lifetime and career developing but may no longer be the best or most effective approach."



### Real Talk:

EO Global Diversity & Inclusion Gets Real with EO leaders and implements Real Talk series. This series allows EO to engage in courageous conversations with different members of the EO team. We hear their challenges, struggles, and inspirational stories as they share what their inclusion journey has been like.



## Proactively Driving a Culture of Inclusion

Today's business environment requires that companies resolve allegations of inequity and harassment in the workplace. We have proactively taken steps to ensure our business areas can effectively support a culture of inclusion for all employees. This includes more robust training that addresses sexual harassment, racism, unconscious bias, and physical and psychological safety. Every employee is required to undergo training in these sensitive areas. Additionally, we have enhanced our reporting tools to help identify and resolve issues quickly.



EO Global Diversity & Inclusion performed benchmarking and research on best practices to develop an on-line Hiring Managers Guide to aid managers in conducting inclusive and EEO-compliant recruitment and selection processes. Content covers relevant hiring topics including strategic diverse outreach, creating compliant and inclusive requisitions, Affirmative Action goals, mitigating unconscious bias in the interview process, and conducting a fair selection process.

Lockheed Martin HelpLine is a reporting mechanism available to all employees for reporting possible violations of Lockheed Martin Policy. The hotline is available at **1-800-563-8442 (toll free)**.



## Did You Know?

*Lockheed Martin received the Silver 2019 Brandon Hall Group Excellence in Learning Silver in the Compliance Training Category for our Equal Employment Opportunity and Affirmative Action business conduct compliance training.*

## International Women's Day

On March 7, Lockheed Martin hosted its second annual International Women's Day (IWD) event in support of women within our workforce and across the globe in concert with the worldwide campaign. The 2019 theme #BalanceforBetter focused on women's achievements and gender balance, as well as addressing bias and stereotypes.

### Highlights

- Executive Speaker Engagement included: Maria Demaree, Mark Pasquale and Scott Greene
- More than 1,227 attended IWD
- 46 sites hosted in-person webcast viewings across our footprint



*"As we support employees and leaders in transforming for the future, International Women's Day (IWD) provides an opportunity to advance gender diversity across the company. IWD allows the voices, opinions and experiences of women and ally's to be heard, and for all to take collective action in support of our goals."*

**- Cheryl Kern,  
Director Corporate Diversity & Inclusion**

# Elevated by Passion



At Lockheed Martin, we foster an environment where innovation can thrive, and all employees can do their best work. We know from experience that embracing the unique talents and perspectives of our employees is critical not only to delivering on our commitments to do what's right, respect others and perform with excellence, but to delivering on our mission.

In this Section:

- Driving Impact
- Minority Serving Institutions (MSI) Engagement Strategy
- Society of Women Engineers
- GMIS (Great Minds in STEM)
- Diversity and Inclusion Research Partners
- Corporate Awards



## Driving Impact

Lockheed Martin is focused on expanding the diverse pool of talent we attract globally. This includes building key relationships and strong strategic partners.

### Diversity Outreach Mission Statement

To enhance Lockheed Martin's talent and diversity brand in underrepresented communities by bridging strategic engagement initiatives:

- Engage with community partners, both national and local.
- Leverage partnerships with Minority Serving Institutions (MSI) and align philanthropic giving to the needs of Lockheed Martin.
- Increase strategic awareness and promotion of Science, Technology, Engineering and Math (STEM).
- Bridge talent pipeline for 'Engineering a Better Tomorrow.'



## MSI Engagement Strategy

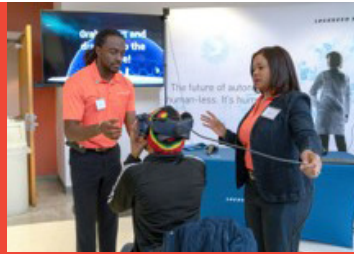
Lockheed Martin is committed to supporting our Advancing Minorities Interested in Engineering partners and Hispanic Serving Institution campuses as we continue to strengthen partnerships. The key focus of the partnership demonstrates Lockheed Martin's commitment to developing a workplace environment that attracts, shapes, retains and advances a culturally diverse workforce across our global operations.

The Minority Serving Institutions (MSI) strategy focuses on 3 pillars: Branding, Engagement and Recruitment.

### Highlights

- **Year-Over-Year Increase in Hires From MSIs:** 60% Increase in Same-Day Offers and Acceptance Rate
- **Five Year Hiring Results:** 300% Increase in Diverse Hires from MSIs
- **Increase in Diverse Female Hires:** 12% Increase in Female Hires 2018-2020

Lockheed Martin brought 300 Morgan State University (MSU) students to MSU's Clarence M. Mitchell Jr. School of Engineering in 2019 for job opportunities, mentoring, career coaching and advisement, and exposure to cutting-edge industrial technologies.



For the past 5 years, Lockheed Martin was awarded the US Black Engineer and Information Technology top Supporter for HBCUs.



*"Lockheed Martin's Minority Serving Institutions' (MSI) strategy is second to none. It's a cohesive partnership that connects stakeholders across the Corporation in Diversity & Inclusion and Talent Acquisition, as well as employees from champion Executive Sponsors to alumni and volunteers. We are very proud of the work we do in this area and we challenge every corporation to do the same."*

**- Scott Trapp,  
Director Diversity Outreach**

## Did You Know?

*Lockheed Martin secured 1.67 million dollars in contribution funding for our partnering MSI Institutions.*

## Society of Women Engineers

Lockheed Martin employees met in Anaheim, California, for The Society of Women Engineers (SWE) Conference held in November of 2019. SWE's focus is to promote women engineers across all cultures.

Our engagements included co-sponsoring the Collegiate Education Track, Senior Women's Lunch, the High School Girls Program and we hosted the professional development workshops.



1,035 visits to the Lockheed Martin booth

46 on-the-spot job offers

Lockheed Martin received awards across three categories:

- Emerging Leader Award
- Distinguished New Engineer Award
- Mission Award for Best Practice

## GMiS (Great Minds in STEM)

Lockheed Martin is a proud sponsor of both Great Minds in STEM (GMiS) and Viva Technology. GMiS motivates underserved students to pursue careers in STEM. Viva Technology is a national K-12 education program designed to stimulate interest in and provide access to STEM-focused career pathways by engaging with students, teachers and parents.

In 2019, GMiS produced several first-time accomplishments in partnership with Lockheed Martin:

- Six Viva Program events including our first engagement at the University of Puerto Rico at Mayaguez for 217 participants.
- Viva impacted 1,150 students, parents, teachers, volunteers and contributed to four intern hires in 2019, resulting in a 28% increase from 2018.

684 visits to the Lockheed Martin booth

72 on-the-spot job offers

2 Luminary Honorees



### FACT

CEO Marillyn Hewson is the Recipient of the 2019 Chairman's Award.

## Diversity & Inclusion Research Partners

Lockheed Martin partners with several organizations on Diversity & Inclusion research and best practices that inform our internal efforts.

Lockheed Martin's partnership with Catalyst, a global nonprofit organization dedicated to building more inclusive workplaces, grew stronger as we hosted the Catalyst Women and the Future of Work Symposium at our Global Vision Center in Arlington, Virginia, in December 2019.

The interactive learning and networking meeting and workshops included professionals from a range of industries who gathered to discuss how to create workplaces where everyone can thrive.



**Lockheed Martin  
Forges \$2.5M  
Research Partnership  
with Catalyst in 2019**



## Corporate Awards & Recognition



**Did You Know?**

*Lockheed Martin has achieved a perfect score of 100 percent on the Corporate Equality Index for 11 consecutive years.*

Lockheed Martin Corporation  
6801 Rockledge Drive, Bethesda, MD 20817

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