

KEY DRIVER

Raytheon has strengthened its focus on energy efficiency and conservation as a result of rising costs, depleting finite resources, and its increasing commitment to environmental stewardship.

ACTIONS

Employee engagement is the hallmark of energy conservation and efficiency practices at Raytheon, since up to 40 percent of electricity consumption can be attributed to “plug loads” resulting from equipment used by employees for everyday tasks.

Enterprise Energy Team

A group of employees from Raytheon’s Integrated Defense Systems (IDS) in Tewksbury, Mass., helped form Raytheon’s Enterprise Energy Team (EET) in 2004. Now 25 members strong, this team is the nucleus for establishing the company’s energy policies and programs. Energy professionals from IDS and five other Raytheon businesses contribute to a variety of EET initiatives.

Energy Champions

Energy Champions comprise a volunteer network of employees who develop energy conservation strategies and measures for their work areas, and ensure savings are maintained. These role models foster a culture of energy conservation and efficiency among their team members through sharing progress, lessons learned, and innovative practices. Energy Champions lead efforts to turn off non-critical plug loads, such as computers, monitors, task lights, fans, printers, or manufacturing equipment. Raytheon holds recruiting events (sometimes with incentives) for Energy Champions and has benefitted greatly from their exemplary work.

Energy Citizens

Following a successful pilot program at IDS in 2007, the EET established a companywide Energy Citizens campaign in 2008. To qualify as an Energy Citizen, employees take an annual online quiz, which assesses their conservation practices at work *and* home. The questionnaire also serves to further educate employees through information hotlinks. Employees who pass the quiz receive a lapel pin and a note from top management to commend their efforts. During 2009, 40 percent (over 28,000) employees qualified.

In addition, Raytheon holds energy events and contests to encourage employee involvement. The company developed an internal sustainability website, which features news about energy programs and provides learning resources. It also maintains an external [sustainability website](#).

BENEFITS

Raytheon achieved a 38 percent reduction in greenhouse gas (GHG) emissions from 2002-08, surpassing its initial GHG reduction goal. Employee engagement has been a critical component of this success.

Raytheon Company, headquartered in Waltham, Mass., is a global technology and innovation leader that specializes in defense, homeland security, and other government markets. Energy conservation and efficiency efforts have been imbedded in the culture since the 1970s. In 1999, Raytheon became an ENERGY STAR Partner and since been recognized by the Environmental Protection Agency (EPA) five times in nine years. During 2002, Raytheon enlisted in the EPA’s Climate Leaders program, which helped it to develop a greenhouse gas inventory and set a 33 percent reduction goal for emissions (per \$ revenue), 2002-09.

Past Energy Efficiency Project Highlights

- ◆ High-efficiency, high quality lighting
- ◆ Variable speed drives for motors, pumps, and fans
- ◆ Premium efficiency motors
- ◆ State-of-the-art automated energy management and control systems
- ◆ Solar-photo-voltaic modules
- ◆ Compressed air system upgrades



During 2009, Energy Champions within IDS grew to almost 300.

Through October of 2009, over 60 percent (7,600) of IDS employees became Energy Citizens.

Many IDS Energy Champions and Energy Citizens have become involved in energy conservation and renewable energy initiatives in their home communities, too.



2009 Energy Citizen Pin Artwork