

On July 28, 2005, Curtis made a Power Point presentation to a group of PCM critics that proposed, among other things, switching to a self-managing form of community government, and replacing PCM.

Days later, **Janet Price** (right), PCM's finance and administrative director, called Raytheon's ethics hotline and left a message asking someone to get back to her about a Raytheon employee. When no one called back, she called the hotline again.

When *that* call wasn't returned either, Price sent this email to Raytheon's ethics office in Massachusetts. It's dated Aug. 16, according to court documents:

Several calls from different individuals have been made to your Ethics Hotline regarding one of your employees in the El Segundo office, none of which has been returned. If you are truly as concerned about ethics as your website indicates, those calls should be returned and the issues addressed. In the meantime, the following is a summary of the situation.

Michael W. Curtis, an employee in the engineering office in El Segundo, has spend an inordinate amount of time during business hours at meetings in the community in which he lives, which is about 50 miles from El Segundo. This community is a large age-restricted (senior) community and has board and committee meetings every week, between 9 a.m. and 5 p.m. Monday through Friday. Mr. Curtis is present at many of those meetings, particularly those that are televised. (Specific dates and times are available in the meeting minutes and/or on videotapes from the Corporate Secretary if anyone cares to investigate whether his time was recorded properly on those occasions.) He has also prepared extensive presentation on company time and equipment/software, and has sent emails and made phone calls from El Segundo during business hours, regarding community (personal) matters.

The individuals who have called your Hotline are taxpayers and shareholders, as am I. I have an additional concern, too, as the head of HR for the community. Some of the public comments made by Mr. Curtis are slanderous (which our attorneys will deal with), others are demoralizing to our staff and none of them are constructive. Some of his emails have been sent to our employees, during business hours, including his recommendations to fire us. I realize that this is not your concern, but the way it reflects on your company should be. It appears to many of us here that you have an employee who is doing a great deal of personal business on company (taxpayer) time and his comments and demeanor indicate a contempt of business practices, including yours.

I have heard from former employees at your El Segundo office that the mind set of many long-time employees there is to work as little as necessary to 'get by' and that people 'sign-out' for training or customer meetings when they are, in fact, doing personal business. I don't know if that's true, but the fact that it is being said publicly by people who worked there might be something you want to investigate. I assumed you would want to know about this, since I would want to know if my staff was saying those things, or if one of my staff was doing personal business on the community's time. We, too, have an ethics policy, and serious violations such as falsifying time records are investigated immediately, and, if found to be true, result in termination for cause.

*Janet W. Price, PCAM, CCAM, SPHR
Finance & Administration Director*

INVESTIGATION OPENED

This time, Raytheon got back to Price. Soon she forwarded **26 sets of meeting documents** - going back two years - to Raytheon, showing Curtis's attendance.

Raytheon opened a "**labor mischarging investigation**" on long-time employee Curtis, who was project engineer on the **Abrams Battle Tank** and **Bradley Fighting Vehicle** projects. If found