# AEROSPACE CARES

## Corporate Social Responsibility 2019

The Aerospace Corporation

**COVER** Aerospace employees stand united in our effort to support and enrich our communities, wherever they are.

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# Letter from the President and CEO

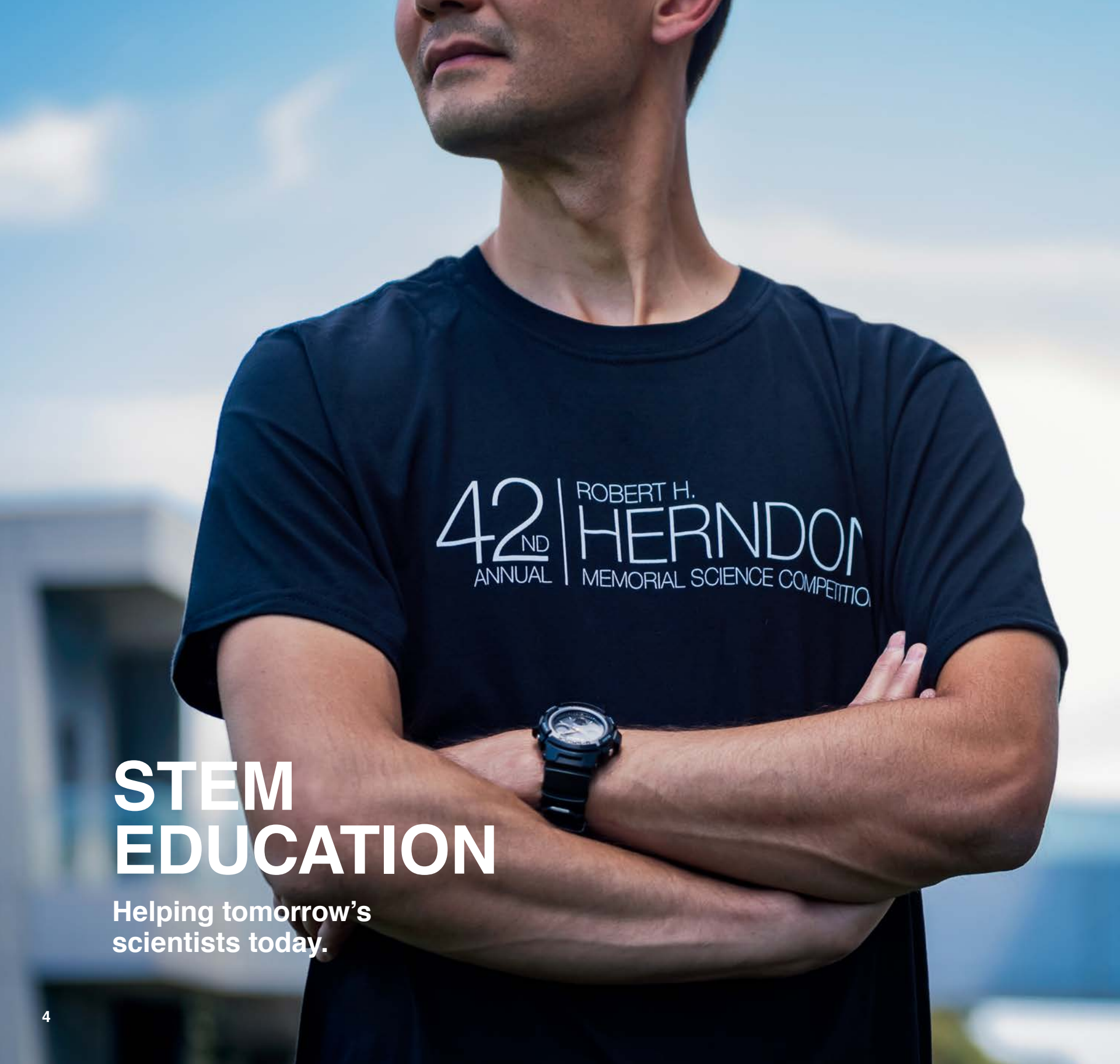
I am pleased to present The Aerospace Corporation's Corporate Social Responsibility Report for 2019, which showcases our commitment to the community as devoted corporate citizens.

The theme of this year's report is "Aerospace Cares." This dedication is reflected not only in the extraordinary work we do to ensure the preeminence of our nation's space enterprise, but also in the many ways we support our surrounding neighborhoods.

This year, we launched a new corporate citizenship program fittingly called "Aerospace Cares." This initiative was designed to make it easier for all employees to support our communities through a simple, unified platform that offers opportunities to contribute time or money to a wide variety of causes, from mentoring students in STEM to supporting veterans. In fact, Aerospace's support of STEM for children was so successful this past year that we were named an inaugural recipient of the Golden Bears of Mentoring Award from the State of California.

In the following pages, you can learn more about how Aerospace promoted its communities through programs that champion education, the environment, the military, and so much more. I am incredibly proud of our company's efforts, which are shaping the future of others and changing their lives for the better.

**Steve Isakowitz**
*President and CEO*




# STEM EDUCATION

**Helping tomorrow's scientists today.**

No one can predict where the future of space innovation will lead us, but we can help inspire the next generation of scientists and engineers who will guide the way.

Aerospace is committed to doing its part by engaging and nurturing these bright minds wherever they may be.

From welcoming students and teachers onto Aerospace campuses across the country to sending our employees into the communities they live in, Aerospace provides hands-on learning experiences and inspires students to dream big about their futures.

Aerospace works diligently to reach students who need our help the most and identify the opportunities where our efforts can make the biggest impact.

Mission success in this case means making sure no students are left behind, and that everyone is given the chance to pursue and flourish in a STEM career.

# Launching the Next Generation

Talent doesn't discriminate and tomorrow's leaders will come from every neighborhood and background.

Aerospace's AeroScholars program seeks out these promising students early on, bringing them onto our campus for summer internships that place them side-by-side with engineers and scientists.

The growing ranks of AeroScholars are drawn from the pool of applicants for the Dr. Wanda M. Austin STEM scholarship, which recruits the most talented students across our community to help them achieve their college dreams.

AeroScholars are invited back each summer to continue their internships throughout college.

**Back Row (L-R)** Natalie Salazar (Cal Poly Pomona), Kiera McKenzie (Cal State Long Beach), Miguel Tamayo (UC Santa Cruz), Carlos Rivas (St. John's University), Julia Rios (Cal Poly San Luis Obispo), Heydy Arias (UCLA).

**Front Row (L-R)** Odinakachukwu "Aka" Amobi (Cal State Northridge), Ashley Carpenter (UCLA), George James (UC Merced).

CALIFORNIA STATE UNIVERSITY
LONG BEACH
SJU
ST. JOHN'S
CAL POLY
Ucla
OC MERCY
BOBCATS

# A Steady Gaze at Her Future

Within every great scientist or engineer is a drive to discover, an insatiable curiosity about the world.

For Ashley Carpenter, this desire to explore the unknown was cemented during her sophomore year of high school, as she gazed through the lens of a telescope and got an up-close look at Jupiter some 365 million miles away.

Carpenter's passion for physics and determination to succeed propelled her to the top of her class at Hawthorne High School, where she was also an active leader in numerous student groups.

In recognition of Carpenter's intellect, hard work and dedication to helping others, Aerospace awarded her the Dr. Wanda M. Austin STEM Scholarship.

Established in 2015, the Dr. Wanda M. Austin STEM Scholarship provides financial assistance to the most talented high school students from underrepresented and underprivileged backgrounds.

Carpenter will also receive a paid internship at Aerospace, where she'll be partnered with employees who provide academic mentoring and life coaching.

Ashley Carpenter poses in the STARS Mission Operations Center at Aerospace's El Segundo campus. Carpenter spent the summer interning before heading off to begin her studies at UCLA.

# Teaming Up to Make a Difference

For many young students, a career in STEM can seem out of reach. Their role models are too few, or they haven't seen the excitement that lies on the other side of challenging math and science classes.

Aerospace is working to open the door so students from all walks of life get the chance to see themselves in a STEM career by partnering with Los Angeles Team Mentoring (LATM) to make a difference in underserved communities.

In May, dozens of students in the mentoring program visited the El Segundo campus for an interactive experience led by Aerospace employees. Students played games using miniaturized Mars rovers, monitored networks of satellites passing overhead, and took on the role of mission command during a simulated rocket launch.

The following month, Aerospace employees met with students in their communities to continue outreach and demonstrate that every person has the support and inspiration to pursue a STEM education.

Aerospace was also honored this year to be recognized for its efforts with LATM through an award from the California Mentoring Partnership.

Aerospace interns Katherine Nelms and Lee Organski take time to inspire and mentor the next generation of STEM talent.

AEROSP
AEROSPACE

**El Segundo, CA** Students from El Segundo High School took first place with their version of a CubeSat, which they dubbed NubSat.

**Chantilly, VA** Winners from the Chantilly location celebrate after a day of science and competition.

# They Blinded Us with Science!

Building small satellites, programming robots and designing energy systems are all in a day's work at Aerospace. It's just not every day that the work is being done by middle- and high-school students.

That was the case this spring, as the brightest STEM minds of tomorrow flocked to Aerospace campuses on both coasts for the 42nd annual Robert H. Herndon Memorial Science Competition.

Named in honor of pioneering engineer and Aerospace employee Robert Herndon, the competition carries on his legacy of mentorship and advocacy by stimulating interest in STEM subjects, with an emphasis on improving diversity across the aerospace industry.

Experimental and essay competitions at Aerospace's East Coast office in Chantilly, Va., and its headquarters in El Segundo, Calif., gave students the chance to demonstrate creative ideas for tackling our world's toughest challenges.

# Take Your Kids to Work Day

On a sunny spring day in Southern California, water-powered rockets soared into the sky as the sound of children's laughter filled the air. Nearby, practical lessons in material science were applied to making slime.

On the opposite coast, Legos® were assembled, eggs in carefully designed containers were tossed without breaking and ice cream made with liquid nitrogen was eaten.

It was a mix of fun, science, and of course, sweets that has become a staple of Aerospace's annual Take Your Kids to Work Day. This year's edition was the most successful yet, with 260 children across the country spending the day at Aerospace with the help of more than 100 volunteers.

In true company-wide spirit, new activities were created that allowed all employees and their children to enjoy the festivities, regardless of office size or location.

**Chantilly, VA** Kids in Chantilly got a special visit from several Star Wars characters.

**El Segundo, CA** The El Segundo turnout included 200 kids supported by nearly 100 employee volunteers.

Loads
Mechanical
Mission Design

# Building a Bridge to Our Community

Analytical skills. Critical thinking. A healthy dose of logic. All are necessary traits of a successful engineer.

But to truly succeed in the workplace and in life, students will also need to embrace their creativity, imagination and intuition.

Aerospace is partnering with the Inglewood School District to pilot a new program that aims to stimulate both the left and right side of students' brains, exposing them to a STEM curriculum while encouraging them to develop the "soft" skills they'll need for lifelong success, such as communication and teamwork.

The multi-year program is targeted at students who can benefit most from our help, inviting them to the Aerospace campus to interact with STEM professionals and exposing the students to a new world of opportunities.

The result is a unique program that bridges gaps in our educational systems, giving students the skills and self-awareness to boldly pursue their dreams.

Students from the Inglewood School District serve as mission control in a simulated launch at the STARS Mission Operations Center in El Segundo.

# Pen Pals with a Digital Twist

When the call went out for mentors to help students at a Houston-area elementary school, Aerospace employees stepped up – and then some. Within days, the program had nearly twice as many volunteers as needed, and those selected would go on to spend several months guiding curious fifth graders at Kujawa Elementary School through the exciting world of STEM.

Aerospace employees engaged with students at a critical time in their education, when research shows that interest in STEM subjects often declines, especially among girls and students of color. Through a partnership with Try Engineering Together, Aerospace employees used an innovative eMentorship platform to connect with students.

Students asked questions and shared ideas with their pen pals, applying what they learned to hands-on activities in the classroom.  Mentors exchanged an average of 10 letters with students, nearly double the program average.

The eMentorship platform provided employees a convenient way to engage with students on their own time and from anywhere in the country.

“I grew up with two parents that were engineers; they were my mentors growing up. I don’t think it’s a coincidence I ended up an engineer myself. Not everybody gets that opportunity,” said Tucker Wheeler, Aerospace employee and program mentor.

Aerospace mentors exchanged a total of 256 letters with students over the course of the program.

*Photo courtesy of TryEngineering Together.*

# Helping Teachers Reach a New Orbit

Over the course of a career, a great teacher can change the trajectory of thousands of students' lives and launch them toward the stars. Aerospace is committed to supporting teachers as they inspire the next generation of scientists and engineers.

Through annual workshops in El Segundo and Albuquerque, Aerospace invites teachers onto our campuses to provide tours of its facilities and hands-on lesson plans for them to use in the classroom, which this year featured model rocket kits and robotics kits.

Aerospace's support doesn't stop when the workshop is over, with employees continuing the dialogue with teachers throughout the year.

Two dozen teachers turned out at our Albuquerque campus to learn about ways to bring STEM education to life in the classroom.

# COMMUNITY OUTREACH

**Making a difference close to home.**

Even as we work to secure and explore the skies above, Aerospace employees never forget the communities we serve here on Earth.

Aerospace cherishes its special relationship with the armed forces community, supporting active-duty military members whether they're based overseas or stationed at a nearby Air Force base.

We continuously seek out opportunities to care for and celebrate our country's veterans, connecting with them in communities we serve around the country to honor their service and share their stories with future generations.

With a growing presence in 11 states, Aerospace employees happily give of their time and knowledge to make a difference.

We're dedicated to shaping the communities we reside in, giving back in ways both big and small to build a brighter future for all.

# Kick Up Your Fleet

There was fun all around at this year's LA Fleet Week – from tours of active duty ships to live entertainment and military displays.

An end-of-summer tradition, the Labor Day weekend event fosters connections between the United States Sea Services and the broader Southern California community, honoring their contributions to our region's security and economy.

Aerospace was at the center of the action at the STEM expo, engaging hundreds of attendees visiting our booth in hands-on activities like straw rocket launches.

Our volunteers were eager to meet our neighbors from across Southern California and show our support for our military service members.

Children visiting the Aerospace booth learned all it takes to build a rocket is some imagination.

PARK

## Full House at the Open House

No great things are accomplished alone, and Aerospace is proud of its role supporting the Air Force Space and Missile Systems Center (SMC) in our shared pursuit of mission success.

So when SMC opened its doors to the public, Aerospace, as always, was there to play its part, hosting fun activities for people of all ages that showcased the work we do and what can be achieved by working together.

Visitors to Los Angeles Air Force Base try their hand at being a human rocket.

## Paying Tribute

Aerospace employees on both coasts were eager to play their part in National Wreaths Across America Day, supporting efforts to remember and honor the sacrifices made by our nation's veterans.

The national campaign culminated in coordinated wreath-laying ceremonies at Arlington National Cemetery and 1,600 other locations.

Aerospace employees across the country joined together to remember our nation's veterans.

The Chantilly-based Team 612 celebrates a win at a district robotics competition with their Aerospace mentors.

## A Robot Rumble in Space

On a faraway planet, remotely controlled robots rush to gather resources before a fierce sandstorm derails the mission.

It's a scenario dozens of students on the Chantilly-based Team 612 spent months trying to master with the help of Aerospace volunteers as part of the First Robotics Competition.

Led by President and CEO Steve Isakowitz, Aerospace employees hit the pavement to show their support.

## Showing Up in Force

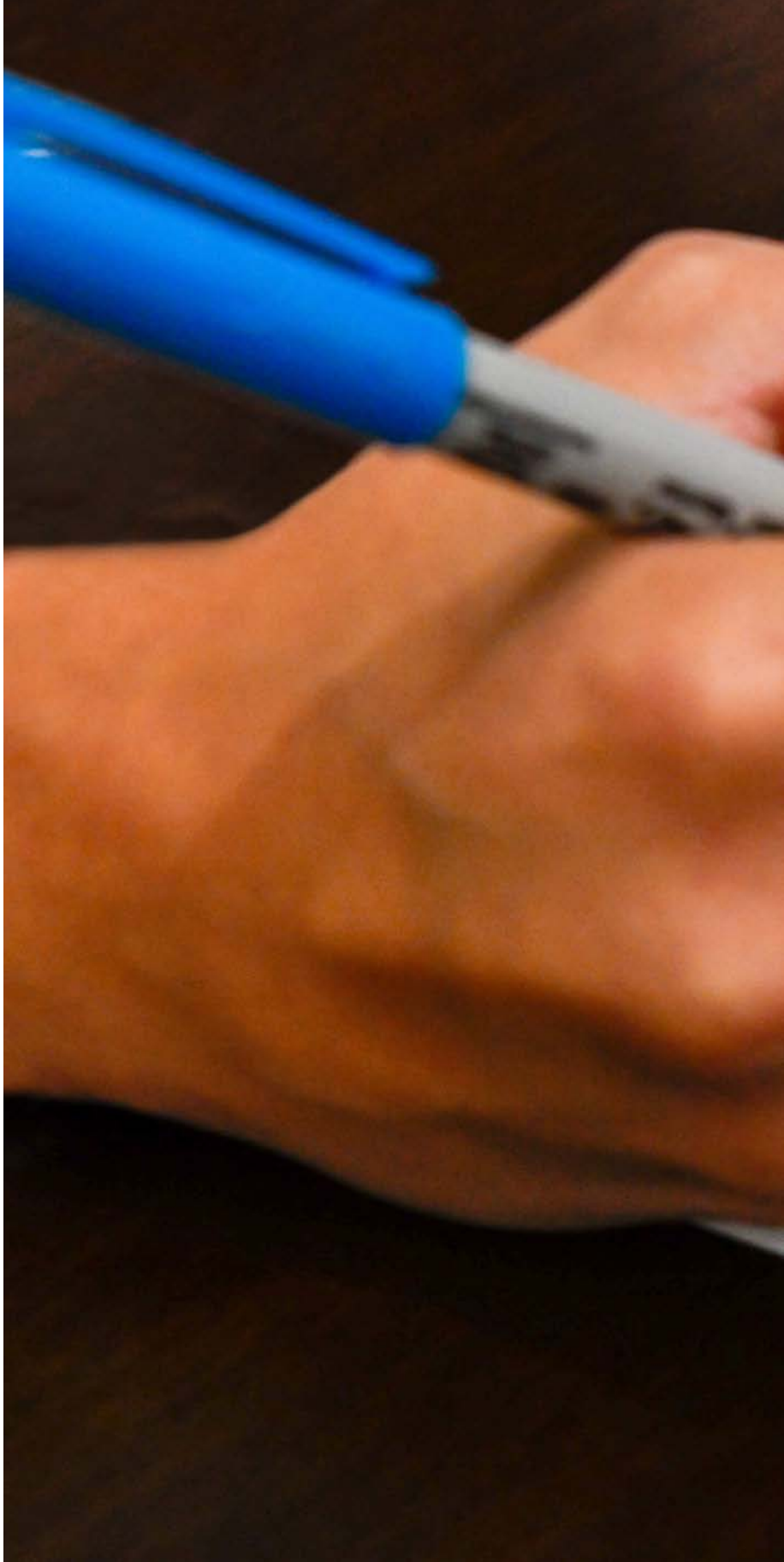
Dozens of Aerospace employees laced up their running shoes and hit the pavement with hundreds of our friends and neighbors as part of the annual Torrance Armed Forces Day 5K run.

Aerospace also hosted a STEM booth where kids could take their turn as a "human rocket" as part of our continuing support for the country's longest-running city-sponsored military celebration.

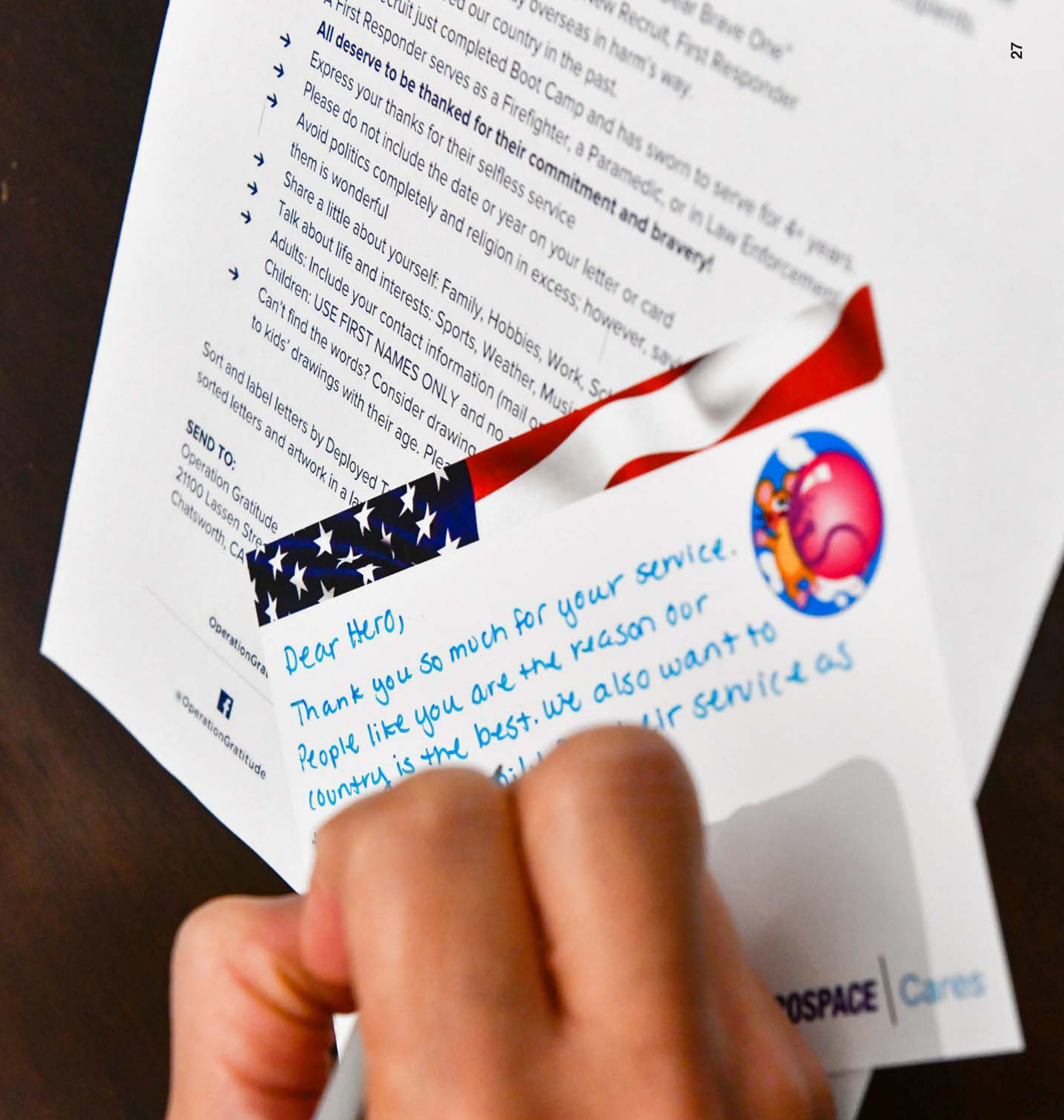
# One Troop at a Time

A personal touch can go a long way, which is why Aerospace employees around the country spent the month of November writing letters to service members for National Veterans and Military Families Month.

As part of the effort, Aerospace and the Aerospace Military Veterans group partnered with Operation Gratitude to distribute 200 hygiene kits along with personalized letters to deployed troops.



Aerospace employees created personalized notes to go along with hygiene kits delivered to our military members.


All deserve to be thanked for their commitment and bravery!
Express your thanks for their selfless service
Please do not include the date or year on your letter or card
Avoid politics completely and religion in excess; however, say
them is wonderful
Share a little about yourself: Family, Hobbies, Work, Sc
Talk about life and interests: Sports, Weather, Musi
Adults: Include your contact information (mail o
Children: USE FIRST NAMES ONLY and no
Can't find the words? Consider drawing
to kids' drawings with their age. Ple
Sort and label letters by Deployed T
sorted letters and artwork in a la
SEND TO:
Operation Gratitude
21100 Lassen Stre
Chatsworth, CA
OperationGra
OperationGratitude
Dear Hero,
Thank you so much for your service.
People like you are the reason our
country is the best. we also want to
ir service as
OSPACE | Cares

U.S. RESPONSE
A NATION AT WAR
VICTORY
September 2, 1945

# Preserving History, Honoring Heroes

It's been nearly 80 years since the attack on Pearl Harbor. While the impact of the attack won't be forgotten, the country's direct connection to it fades with each passing year.

This year, Aerospace employees helped make sure future generations can learn about Pearl Harbor and the heroism of the servicemen and women who were there by raising money to support an exhibit currently on display at the Colorado Springs Airport.

The exhibit tells the story of 97-year-old Colorado Springs resident Donald Stratton, one of the few still-surviving sailors who were aboard the USS Arizona when it was attacked on Dec. 7, 1941.

After spending a year in the hospital recovering from injuries suffered during the attack, Stratton re-enlisted and continued to serve throughout World War II.

The exhibit includes a portion of steel beam cut from the USS Arizona after the attack, along with a large model of the ship and informational displays. Aerospace employee Charles Allen, president of the Aerospace Military Veterans group, represented the company at the dedication ceremony.

Donald G. Stratton poses for a photo at the ribbon cutting for the exhibit on display at the Colorado Springs Airport.

*Photo courtesy of Colorado Springs Airport.*

# An Out-of-This-World Celebration

Whether you're launching a Saturn V to carry astronauts to the moon or using straws to propel a rocket on a slightly less grand trajectory, the fundamental physics are the same.

Thousands of visitors to the California Science Center Apollo 11 celebration got a hands-on lesson in Newton's Third Law and the power of thrust as they launched straw rockets with the help of Aerospace volunteers.

Aerospace's booth was a popular destination throughout the day for the more than 14,000 guests who attended the event, providing fun, interactive ways for people of all ages to learn more about the science behind our country's space programs.

Children assemble their straw rockets with the help of Aerospace volunteers at the California Science Center.

# DIVERSITY AND INCLUSION

**One Aerospace for all.**

Building the workforce of tomorrow means creating an environment where every employee can feel comfortable and is given the opportunity to thrive in his or her career.

As a leading source of technical expertise for the country's space and satellite programs, we know that people are our greatest resource in tackling the hardest problems.

The future generation of space leadership is already out there, in our workplace and in our schools. Aerospace takes seriously its mission to recruit, develop and retain these talented individuals, whatever their backgrounds.

Aerospace consistently outpaces industry benchmarks for the percentage of women and people of color in our workforce, with significant progress in increasing the number of women on our technical staff.

We're committed to doing even better, using a diversity dashboard to measure our progress and inform future recruiting, hiring, promotion and succession decisions.

A

B

C

D

# Stronger Together

At Aerospace, members of our eight Employee Resource Groups are on the frontline working to build a more inclusive and supportive environment for all.

Whether it's sponsoring professional development workshops, highlighting the outstanding accomplishments of our colleagues or developing a new generation of STEM talent, the hundreds of employees who make up these groups work year 'round to make a positive impact at Aerospace and in our communities.

They also know how to have fun, celebrating cultural heritage and company events that welcome Aerospace employees from any background or walk of life.

Aerospace invests in these groups and their efforts by providing a direct line of communication to the company's CEO and other top executives, as well as financial support to help further their missions.

**A** Sounds of music filled the air at the Aerospace Black Caucus jazz brunch.

**B** Food, games and good times were on hand at this Aerospace Latino Members Association event.

**C** Employees catch up at an event hosted by the Aerospace Asian Pacific American Association.

**D** Employees celebrate their peers' advancements at an Aerospace Women's Committee event.

# SUSTAINABILITY

**Aiming for the stars
while caring for the Earth.**

As humanity pushes further in our exploration of the solar system and the galaxy beyond, our responsibility to the planet we call home remains as important as ever.

At Aerospace, our commitment to caring for the Earth takes shape in ways both big and small. From picking up trash on local beaches to continuing our company-wide drive to reduce energy consumption through improved efficiency, everyone has a part to play in protecting our environment.

Nearly one in six employees commutes by car pool or mass transit to work, reducing their carbon footprint, while 25 electric charging stations make it easier for employees to keep their low-emission vehicles topped off. Our corporate re-use and recycling program diverts thousands of pounds of scrap metal and electronics equipment from the landfill each year.

Through these collective actions, Aerospace is proud to play its part in reducing our impact as we continue to seek out new ways to further our sustainability efforts.

# This Is How We Roll

In sprawling Southern California, it might seem like a car is the only way to get around. But a passionate group of Aerospace employees know that two wheels and a bit of pedal power can go a long way.

The dozens of riders in Aerospace's Cycling Club are eager to share this message and have some fun along the way, with regular organized rides and activities.

Working with commuter services, the club also helps cyclists map a safe route to work if they're interested in ditching their cars for the day.

Employees show off their matching Aerospace-branded cycling jerseys during Bike to Work Week.

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# BUSINESS ETHICS

**Dedicated to the mission.**

At Aerospace, trust is our greatest resource. It's why customers rely on Aerospace for unbiased technical expertise, why suppliers engage with our programs without fear of favoritism and why employees can come to work knowing they'll be treated with integrity.

This trust is built on a foundation of ethical conduct that stretches back decades to the origins of the company and its special role as national security space partner free from conflicts of interest.

While these ethical principles are codified through rules, laws and practices, it's our workforce that embodies them on a daily basis by holding themselves and their co-workers accountable to the highest standards of conduct.

Aerospace takes great effort to provide a safe, healthy work environment where all employees are given the opportunity to flourish.

We are committed to equal opportunity for our employees and to a workplace free from any form of harassment based on race, sex, age, color, creed, religion, physical challenge, national origin, veteran status, or any other form of behavior contrary to the fundamental human dignity of the individual.

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