

TIMOTHY F. SCHULTZ

## Biography

Tim Schultz is currently serving as an independent compliance monitor to ensure the present responsibility of a US government contractor under an administrative agreement.

Schultz retired in April 2019 following 20 years directing and leading a world-class ethics program for Raytheon Company. Schultz served as Vice President-Ethics & Business Conduct responsible for developing the Code of Conduct and related training programs, conducting investigations of alleged misconduct, counseling employees, and providing Board presentations and leadership briefings. He led a team of 15 professionals.

Schultz helped found and served as Chair of the International Forum for Business Ethical Conduct (IFBEC), an aerospace & defense industry trade association focused on anti-corruption best practices. Schultz chaired IFBEC Steering Committee meetings and annual conferences. Schultz led IFBEC to form a unique government-industry partnership with NATO's Building Integrity program. Served as industry representative on NATO missions to Ukraine and Armenia, as guest faculty member at the NATO School, and at NATO and U.K. Ministry of Defense compliance conferences. Served on Defense Industry (DII) Working Group, the US government contractor ethics & compliance organization.

Prior to joining Raytheon's Ethics team, Schultz directed Equal Employment Opportunity compliance at the corporate level. Schultz was in Raytheon's Human Resources organization for 17 years promoting diversity initiatives, ensuring compliance with government regulations, and investigating and resolving complaints. Prior to joining Raytheon in 1982, Schultz was a buyer in Harvard University's Purchasing department.

Schultz is a graduate of Boston College Law School and member of the Massachusetts Bar. He holds a bachelor's degree from Williams College.