

**THOMAS W. RABAUT**  
**President**  
**BAE Systems Land & Armaments**

Tom Rabaut is President of the Land and Armaments Group within BAE Systems. Land and Armaments, with headquarters at Arlington, Virginia, is a global leader in the design, development and production of combat vehicles, artillery systems, naval guns and missile launchers with nearly 11,000 employees at 13 primary locations in the U.S. and locations in the UK, Sweden and South Africa. The group is a leader in the design, development and production of combat vehicles, artillery, naval guns, missile launchers and precision munitions. It stands at the forefront of research, development and design technologies for a wide variety of technological solutions for survivability, lethality and mobility.

The L&A group was formed in June 2005. Prior to Mr. Rabaut's appointment as the first president of the new operating group, he served as Chief Executive Officer and President of United Defense since January 28, 1994. During his tenure he led the company through two significant acquisitions, 94 percent growth and an initial public offering.

Prior to leading United Defense, LP, Mr. Rabaut worked in a variety of manufacturing management positions in the Power Transmission Group of FMC which he joined in 1977. In 1982, he became Operations Manager of FMC's Fluid Control Division serving the petroleum equipment industry.

In 1986, Mr. Rabaut entered FMC's defense business as General Manager of the company's Steel Products Division. In 1989, Mr. Rabaut became the Operations Director of FMC's Ground Systems Division, and in April 1990, he was appointed Vice President and General Manager of Ground Systems Division.

In 1993, Mr. Rabaut assumed the position of General Manager of FMC's Defense Systems Group, overseeing operations in the U.S., Turkey, Pakistan, and Saudi Arabia, serving U.S. and allied armies, navies, and marines. In 1994, he was elected a Vice President of FMC Corporation. In January 1994, the FMC Defense Systems Group was combined with HARSCO's defense group to form United Defense.

Mr. Rabaut graduated, with a Bachelor of Science degree, from the U.S. Military Academy at West Point and a Masters in Business Administration from the Harvard Business School. During his five years as an Army officer, he served in company- and battalion-level positions with the 1st and 4th Armored Divisions and the 66th Military Intelligence Group.

Mr. Rabaut is a Trustee of Stevens Institute of Technology, Chairman of Bofors Defence, board member United Defense Industries, and board member FNSS.

Mr. Rabaut is a member of Aerospace Industries Association and the Association of the Industrial College of the Armed Forces. He serves as a member of the AUSA Council of Trustees. Mr. Rabaut served as a member of the Defense Policy Advisory Committee on Trade (DPACT). He is a representative of The Middle East Institute and a member of the Association of the United States Army, the Navy League of the United States, National Guard Association of the United States, U.S. Army Ordnance Corps Association, National Infantryman's Association, and the Naval Surface Warfare Association. Mr. Rabaut served as Chairman of the Board of Directors of the National Defense Industrial Association and co-chairman of the Industrial Committee of Tank and Automotive Producers.

Tom and his wife, Sheila, have three children and live in Great Falls, Virginia.

World-wide, BAE Systems employs 100,000 people including Joint Ventures and has annual sales of \$24 billion. BAE Systems builds aircraft, ships, submarines, ground combat and support vehicles, space systems, radars, avionics, communications, electronic systems, guided weapons and a range of other defense products.