1. What is the religion for which you

are seeking an accommodation?

Christian

2. What is the specific sincerely held

religious belief or practice for which

you are seeking accommodation?

I have a sincerely held Christian religious belief that prevents me from having the new COVID-19 vaccines developed by Pfizer, Moderna, and Johnson and Johnson injected into my body as a condition for continued employment with Raytheon.

3. Describe the conflict between your

religious belief or practice and the

Company’s COVID-19 vaccination

requirements. Provide as much

specificity as possible and identify all

areas of conflict.

I have been a devout Christian and prayed to God and my Lord and Savior Jesus Christ for many years. In my reading of the Christian Bible and through my prayers to God, I have a sincere belief that I will violate my relationship with God and the Holy Spirit if I allow this foreign substance in the way of newly developed mRNA vaccines into my body. I sincerely believe that my body is a temple of God and the Holy Spirit and I cannot defile God's creation with a

chemical vaccine consisting of mRNA gene therapy and spike proteins. 1 Corinthians 6:19-20 is clear:

"Or do you not know that your body is a temple of the Holy Spirit who is in you, whom you have from God, and that you are not your own?"

"For you have been bought with a price; therefore glorify God in your body"

I sincerely believe that if I have these vaccines injected into my body, I violate my faith and wil be denied entry into heaven to be with my Lord and Savior Jesus Christ. I need to be exempted from the COVID-19 vaccine mandate as long as these injections are mandated by the company as a condition for employment. If the company decides to no longer require the COVID-19 vaccine as a condition to maintain employment with Raytheon, then I will no longer need the

accommodation. I will continue the current COVID-19 safety protocols that have been in place pre-vaccine mandate that require masking and 6 foot social distancing while on

site for as long as needed until the threat of COVID-19 subsides and health authorities and/or the company deem them no longer necessary. The mandated COVID-19 vaccines in use today have many additives and produce a mechanism that alters the body that is God's creation and temple of the Holy Spirit. The mRNA and adenovirus genetic transfer agents require the use of normally healthy cells to produce proteins that were not intended to be created by God's design. God has provided me with a healthy immune system that is sufficient to protect me according to his will and I cannot violate that trust with God and maintain my faith and conscience that I hold so deeply. The ingredients in these vaccines and the way they function in the body is in direct conflict with my faith which requires me to glorify God in my body. This would be akin to forcing a devout Jewish person to eat non-kosher foods as a condition of employmet, or forcing a devout Muslim to consume pork which would be in direct conflict with their faith.

4. Describe the accommodation that

you propose to eliminate the conflict

between your religious belief or

practice and the Company’s COVID-19

vaccination requirements. Include

any alternative accommodations that

you believe will also eliminate the

conflict with your religious belief or

practice.

I do not want to be singled out or retaliated against by the company, HR, or my management because of my sincerely held religious beliefs that prevent me from taking the COVID-19 vaccines. Raytheon has always been a champion of diversity and inclusion and I am proud to be a part of this great company. My request is that the company would be

inclusive of my religious beliefs also and not punish me or threaten me with termination for my beliefs. I will practice the same COVID safety protocols that have been in place for the past 18 months that have proven effective. If I must go onto the facility (I work remotely about 95% of my time) I will wear a mask if I go onsite and maintain at least 6- feet of social distance at all times. I will continue to wash hands and use hand sanitizer frequently to help prevent the spread of germs. These mitigation measures have proven safe and effective in protecting myself and my co-workers from the virus.

5. Describe how you can perform the

essential functions of your job and

keep yourself and others in the

workplace safe with the proposed

accommodation(s).

I currently, and for the past 18 months, have worked remotely almost 95% of the time. When I do go onsite, it is normally for a short duration or only 1-2 hours. On average, I only go onto the facility about once every one to two months to perform specific functions. When I do go onsite, I will wear a mask and practice the 6-foot social distance rule in order to protect myself and others. I care deeply about our company's mission, national security, my fellow employees'

health and well-being, and most importantly, God. I would not place my fellow employees' health at risk by going onsite if I had any type of symptoms that could be considered related to COVID-19. I can continue to perform my job functions very effectively by working from home the vast majority of the time which prevents me from having close contact with other Raytheon employees. This will keep my co-workers and myself safe from contracting the COVID-19 virus as it has over the past 18 months.

6. Identify the time period for which

the accommodation is requested. If

the accommodation is only needed

occasionally or on a less than

permanent basis, describe the time

period, frequency, or circumstances as

specifically as possible.

I need to be exempted from the COVID-19 vaccine mandate as long as these injections are mandated by the company as a condition for employment. If the company decides to no longer require the COVID-19 vaccine as a condition to maintain employment with Raytheon, then I will no longer need the accommodation. I will continue the current COVID-19 safety protocols that have been in place pre-vaccine mandate that require masking and 6 foot social distancing while on site for as long as needed until the threat of COVID-19 subsides and health authorities and/or the company deem them no longer necessary.

7. Is there any other information that

you believe will assist in our

consideration of your request?

I would like to reference the The U.S. Equal Employment Opportunity Commission's web page regarding Federal Law, Title VII, Civil Rights Act of 1964 which:

"prohibits employment discrimination based on religion. This includes refusing to accommodate an employee's sincerely held religious beliefs or practices unless the accommodation would impose an undue hardship (more than a minimal burden on operation of the business). A religious practice may be sincerely held by an individual even if newly adopted, not consistently observed, or different from the commonly followed tenets of the individual's religion."

Ref:

<https://www.eeoc.gov/laws/guidance/what-you-should-know-workplace-religious-accommodation>

Since I work remotely 95% of the time and have been doing so for the past 18 months and can continue to do so, I would not be imposing any undue hardship on the operation of the business due to not having the COVID-19 vaccine. I would also like to reference Arizona state law, A.R.S. 23-206, regarding employers and accommodations required:

"If an employer receives notice from an employee that the employee's sincerely held religious beliefs, practices or observances prevent the employee from taking the COVID-19 vaccination, the employer shall provide a reasonable accommodation unless the accommodation would pose an undue hardship and more than a de minimums cost to the operation of the employer's business."