




RELIGIOUS ACCOMMODATION (COVID-19) REQUEST FORM

Please complete this form regarding your request for an accommodation based on your religious belief or practice to be exempted from the Company's COVID-19 vaccination requirements. We may seek additional information at a later date to further evaluate your request for an accommodation. Although we will consider any specific type of accommodation you may propose, you may be offered an alternative accommodation to eliminate the conflict between your religious practice or belief and the Company's COVID-19 vaccination requirements. The Company's ability to provide a reasonable accommodation will take into account various considerations, including legal compliance, safety and health, security requirements, the negative impact on our operations or other employees, as well as cost and limitations on our resources. The Company's ability to provide a reasonable accommodation may change depending on changes to these various factors and other business considerations.

You must submit this form within five (5) days of receipt.

Note: Please continue your answers on the back or on additional pages as necessary.

QUESTION	RESPONSE
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 sincerely believe that all human beings are image bearers of God, and this concept affirms the unique value of all human life. Mindful of the Sixth Commandment "You shall not murder" (Ex. 20:13), I believe that abortion is gravely wrong at every stage. Furthermore, I believe a physical body is given to each of us by our loving Heavenly Father. He created it as a tabernacle for our spirit to assist each of us in our quest to fulfill the full measure of our creation. Also, God's Word testifies that as we are born again in the Spirit, the Holy Spirit (3rd person in the Trinity) dwells within us. Specifically, the New Testament teaches that, "Don't you know that you yourselves are God's temple and that God's Spirit dwells in your midst?" (1 Corinthians 3:16) "If anyone destroys God's temple, God will destroy that person; for God's temple is sacred, and you together are that temple" (1 Corinthians 3:17).
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.	Each of the manufacturers of the COVID vaccines currently available developed and confirmed their vaccines using fetal cell lines, which originated from aborted fetuses. (https://lozierinstitute.org/an-ethics-assessment-of-covid-19-vaccine-programs/) For example, each of the currently available COVID vaccines confirmed their vaccine by protein testing using the abortion-derived cell line HEK-293. (https://lozierinstitute.org/an-ethics-assessment-of-covid-19-vaccine-programs/) Partaking in a vaccine made from aborted fetuses makes me complicit in an action that is against my religious faith. As such, I cannot, in good conscience and in accord with my religious faith, take any such COVID vaccine at this time.
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 simply ask to NOT be treated any different than my coworkers. I plan to practice the same safety protocols I've followed for the last 18 months. These have been effective for coworkers and myself. As one federal court just recently held, the availability of reasonable accommodations like accounting for prior infection, antibody testing, temperature checks, remote work, other forms of testing, and the like suffice to meet any institution's needs in lieu of masks, public shaming, and forced injections of foreign substances into the body that the FDA admits we do not know the long-term effects of.
5. Describe how you can perform the essential functions of your job and keep yourself and others in the	I have been keeping myself and fellow employees safe for 18 months. My risk of transmission is the same and perhaps lower than those who have received the vaccines. According to the CDC, new data suggests that the fully vaccinated are actually more prone

QUESTION	RESPONSE
workplace safe with the proposed accommodation(s).	to infection. CDC Director Walensky even admitted that the vaccine does NOT prevent transmission. Although I am open for further dialog with regards to extending the safety beyond what has been reasonable and effective for the last 18 months, this in no way constitutes waving my right to not be discriminated against due to my religious convictions for not taking the vaccine. I reserve the right to confer with my family, pastors, and legal counsel for advice before making any decisions.
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 this exemption from the currently available COVID-19 vaccines as mandated by the government and as a condition of employment at Raytheon. I will need this exemption until an ethically derived and tested vaccine is made available that does not alter my body's cellular structure different from how God designed it. The accommodation to allow me to continue Raytheon's COVID-19 protocols that were in place prior to the mandate is acceptable until such a time that the COVID-19 rates in our local area and the absences in our company are reduced to rates that are equal to or below normal influenza rates for prior years. Alternatively, at such a time our medical authorities deem the protocols are no longer necessary either by lack of effectiveness or need, such as the case of natural immunity or immunity, etc. whichever comes first.
7. Is there any other information that you believe will assist in our consideration of your request?	Title VII, Civil Rights Act of 1964, as amended (https://www.eeoc.gov/statutes/title-vii-civil-rights-act-1964/) Director Walensky CDC Guidance: "They continue to work well with delta with regard to severe illness and death, but what they can't do anymore is prevent transmission." (https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/prevention.html) See attached letter from Calvary Chapel Kaneohe. This letter is addressed to "Home" since we (my family) are viewing the service online while at home  Calvary Chapel Keneohe Letter.pdf See attached request for religious exemption  

I am providing this information to obtain an accommodation and I verify that the above information is truthful and accurate to the best of my knowledge:

Signature: 

Date: 10/7/21

The employee's Exemption was approved. The accommodations they were offered and agreed to were:

We are proposing the following accommodations:

For 100% remote and/or hybrid employees: should Employee have to enter a company facility for any reason, they need to show a negative COVID-19 test that was taken within 72 hours of entry in addition to wearing a mask social distancing while on site.

For an essential work; onsite 100% of the time: Employee requires COVID-19 testing one time per week in addition to wearing a mask and social distancing while on site.

NOTE: COVID-19 testing will be paid for by the company for all reasonable accommodations.

The employee was offered and accepted the following: They are almost 100% offsite, occasional onsite. They were also advised that if this was not agreeable they would have someone else contact them.