

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
<p>1. What is the religion for which you are seeking an accommodation?</p>	<p>Dear HR Department,</p> <p>RTX has directed me to get vaccinated with a SARS-CoV-2 vaccine, or suffer adverse employment action, up to and including termination. I cannot receive any of the available vaccines because doing so would violate my sincerely held beliefs. I am a Protestant, non-denominational Christian. I believe the sixty-six books of the Bible as the inspired and infallible Word of God. I maintain a Christian worldview and do my best to live according to God's principles. I have been involved in church ministry in one way or other ever since I was a little child.</p> <p>In fact, it is my Christian world view that guides my work at RTX and my interaction with my colleagues. The Bible calls Christians to do our work as if we are doing it for the Lord (Colossians 3:23). I strive to put my best effort in all of my tasks. The Bible states that we are all made in the image of God (Genesis 1:27). As such, it is my godly duty to treat my colleagues with respect and dignity.</p>
<p>2. What is the specific sincerely held religious belief or practice for which you are seeking accommodation?</p>	<p>As a Christian, I believe that life begins at conception and ends at natural death. The Bible says that God knows us even before we are conceived (Jeremiah 1:4-5) and that God shapes us in our mother's womb (Psalm 139:13-16). The Christian church has condemned abortion - the killing of human infants while in the womb - from the very beginning. See for example, the Didache, a code of conduct of the early Christian community that has been dated back to as early as 70 A.D. Throughout the centuries, Christians have ardently stood by the sanctity of life, even saving children who had been left out to die or starting orphanages or adoption agencies to provide for children. The sanctity of human life is my sincerely held belief.</p>
<p>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.</p>	<p>Taking any of the available vaccines would violate my sincerely held belief as all of the available SARS-CoV-2 vaccines were either manufactured or tested using fetal cell lines that originated from an aborted baby. This has been explained in detail by multiple state health agencies. J&J used an aborted fetal cell line (PER.C6) in manufacturing its vaccine, while Moderna and Pfizer used aborted fetal cell lines (HEK-293) in testing the efficacy of their vaccines. It is my sincerely held religious belief that, in being vaccinated with any of the currently available SARS-CoV-2 vaccines, I would be cooperating with and complicit in abortion - the ending of a human life - and that such would constitute a sign against God and a violation of His Commandments, for which I would be held morally accountable to God.</p>

QUESTION	RESPONSE
<p>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.</p>	<p>I ask for the accommodation to continue working from home. I will be able to adhere to my religious beliefs. RTX's safety goals will be met since I will not be in physical contact with other Raytheon employees during the course of my job duties. Should I need to come on site, I will wear a mask and socially distance, as has been the CDC's and the RTX's requirements up until now.</p> <p>I believe my accommodation request is in RTX's interest as well. RTX has announced that they would like to increase employee count while reducing their physical footprint. My request to work from home is in alignment with Raytheon's goals.</p>
<p>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).</p>	<p>This accommodation will have no impact on my ability to perform the essential functions of my job or keep myself or others safe. I addressed the safety issue above. As for job performance, I have been able to very successfully work remotely for the past 18 months. In fact, I have received a promotion during this time. My job role is as such that it can be very effectively and seamlessly completed virtually, especially with the communication technology that RTX has in place. The past 18 months have demonstrated this. I have not had to travel for company purposes and do not foresee any travel to be required.</p>
<p>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.</p>	<p>Seeing as this is my sincerely held religious belief, I will not be changing my mind. This request is for the foreseeable future. This is, once again in alignment with RTX goals (referring to employees and physical space).</p> <p>I recognize that the external environment might change and RTX might no longer require this vaccination. In that case, this would be a mute point.</p>
<p>7. Is there any other information that you believe will assist in our consideration of your request?</p>	<p>Is there any other documentation you would need? If you have further questions or want further clarification, I am more than happy to discuss in writing, via emails.</p>

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: 09/30/2021

Employee was offered the standard boilerplate accommodation of testing 72 hours before entering site, as a hybrid or occasional visitor, or testing weekly as a 100% onsite worker.

Employee is 100% offsite and did not dispute the accommodation request as it did not affect them.