

Fact Sheet



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Northrop Grumman Integrated Systems

Employer Assisted Housing program for Long Island employees

Northrop Grumman Integrated Systems, headquartered in El Segundo, Calif., is a premier aerospace and defense systems integration enterprise. As one of Northrop Grumman Corporation's eight sectors, it designs, develops, produces and supports network-enabled integrated systems and subsystems for U.S. government, civil and international customers. Integrated Systems delivers best-value solutions, products and services that support military and homeland security missions in the areas of intelligence, surveillance and reconnaissance; battle management command & control; and integrated strike warfare.

Integrated Systems comprises three business areas: Western Region, Airborne Ground Surveillance and Battle Management Systems and Airborne Early Warning and Electronic Warfare (AEW &EW) Systems.

AEW & EW Systems, which is headquartered in Bethpage, N.Y. and has approximately 1,800 employees located in this Long Island facility, has hired hundreds of new employees since approximately 2001. Many of them were new or recent college graduates. Even before this hiring activity began, the median cost of a home on Long Island was rising far faster than the cost of living. So much so that, today, the median cost of a home in Suffolk County, one of the two non-New York City counties that make up suburban Long Island, is \$400,000. The media price in the other county – Nassau – is approximately \$440,000.

AEW & EW Systems recognized the potential negative impact that the lack of quality workforce housing would have on its own future and, more broadly, the economic future of Long Island's high technology community. To address that problem, about two years ago AEW & EW Systems assigned its internal Real Estate office to develop a plan to address the problem.

Internally, the unit surveyed its own employee population to identify their housing needs and concerns. Once the results were in, the business unit began a step-by-step development of an internal Employer Assisted Housing Program. The first goal was to educate and help its own employees who were looking to buy their first home on Long Island. Among the actions was the creation of an intranet web site for local employees. It contains information about housing and links to lenders, developers and not-for-profit organizations that help homebuyers on Long Island. The business area also initiated what is now an ongoing dialogue with local lenders, and has held two housing fair for employees with participants that included developers, builders, lenders and other financial institutions.

The leadership of the business area also began speaking to its peers at other Long Island companies and to community leaders to make them aware of their concern for the problem, which was getting

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general attention. AEW & EW Systems' goal was to make political and community leaders and the general population aware that the cost of housing would drive away our children and negatively affect the future of the Long Island economy. It formed a coalition of Long Island companies, first only defense companies but the group has since grown, to try to find solutions to this problem.

In 2005, Northrop Grumman Integrated Systems unveiled a trial grant program. This trial program is for first-time home buyers. Employees who fall within salary bands - 80% -120% of median income for the areas -- and who complete a homebuyer education program given by one of two Long Island non-profits can receive a \$5,000 pre-tax grant towards a home purchase. They could also qualify for a matching grant and other assistance available from New York State. The first grant was awarded in November 2005.

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