

Michele P. Toth

Vice President
Human Resources and Administration
Northrop Grumman Information Systems



Michele P. Toth is vice president of human resources and administration (HR&A) for Northrop Grumman's Information Systems (IS) sector. The HR&A organization serves the entire IS sector through design, development and execution of services and solutions.

In this role, she leads the HR&A team in all aspects, including human resources strategy, workforce development, talent acquisition, leadership development and training, employee relations, organization change and effectiveness, and compensation and benefits. Ms. Toth also has oversight of ethics and diversity programs across the sector, and is chair of the Information Systems sector's Executive Diversity & Inclusion Council.

She is also responsible for the sector's security function, including all disciplines of security, and environmental health and safety. She works to strengthen the security program and build a culture of security professionals focused on excellence in customer service. In addition, Ms. Toth has a broad background in strategic planning, supply chain, manufacturing and production.

Ms. Toth most recently served as vice president of HR&A and competitive excellence for Northrop Grumman's Information Technology (IT) sector. In addition to leading the HR&A team in planning and implementing the IT sector's human resources strategy, she managed the sector's competitive excellence function, which helped to ensure operational excellence, and she was directly involved with Northrop Grumman Corporation's overall competitive excellence program.

Earlier, Ms. Toth was vice president, human resources for Northrop Grumman's Space Technology sector in Redondo Beach, Calif. She held several other HR management positions of increasing responsibility in the company's Electronic Systems sector and led the successful human resources integration of newly acquired organizations into Northrop Grumman.

Ms. Toth's numerous human resources leadership positions give her an extensive background in human resources strategy and development. She also served as the director, strategic planning, for Northrop Grumman Electronic Systems, which included developing the sector's strategic plan, goals and processes, as well as managing the sector's research and development allocations.

Ms. Toth joined the company in 1984. She has a master's degree in statistics and industrial psychology from the University of Baltimore and a bachelor's degree in psychology from the University of Maryland. She also completed the Harvard University General Management Program.

Ms. Toth was invited to participate in a panel with other industry resource experts at the 2010 Society for Human Resource Management (SHRM) Annual Conference and exposition. Her selection at this event for more than 12,000 attendees reflects her recognized leadership in the industry and impact on the human resources field. She was honored with the Human Resources

Professional Excellence Award for Leadership in June 2008. Presented at the HR Leadership Awards of Greater Washington, this honor recognizes a senior human resources professional who achieves results within a framework of visionary influence and drives a competitive advantage of Human Resources excellence.

She was named one of *Profiles in Diversity Journal's* "Women Worth Watching in 2006" for her leadership achievements. She is a frequent keynote speaker at major events, including the Society of Hispanic Professional Engineers' National Technical and Careers Conference, Black Engineer of the Year and Women in Technology's Leadership Awards Banquet.

Additionally, Ms. Toth was recently appointed to the University of Illinois at Urbana-Champaign College of Business Advisory Board. As a board member, she is committed to attending board meetings with executive colleagues and business partners, shaping the direction of the organization, and advising and encouraging thought leadership in students as well as identifying positions within Northrop Grumman to attract and hire quality students from the university.

Among Ms. Toth's major interests is her work on the board of directors for the Boys & Girls Club of Fairfax County, Va. The Boys & Girls Club organization is committed to helping young people of all backgrounds, with an emphasis on helping them build confidence, develop character and acquire the skills needed to become productive, civic minded, responsible adults. In 2008, Ms. Toth was also elected to the board of trustees for the Columbia (Md.) Festival of the Arts. Founded in 1987, the festival is a not-for-profit organization with a mission that includes uniting the community through an annual celebration of the arts and artists, as well as providing enrichment opportunities for the young.